



SAY Women Counsellor

JOB DESCRIPTION

Job Title:

Counsellor

Basic Function:

To provide counselling support to survivors of CSA, exploitation and other forms of sexual violence.

Salary:

£28,600

Reporting To:

Prevention and Advocacy Services Manager

Main Duties and Responsibilities

- Provide trauma-informed counselling to young women aged 16–25 who have experienced any form of sexual violence, exploitation, or CSA.
- Assess clients' emotional wellbeing, support needs, risks, and therapeutic goals, developing and reviewing support plans as appropriate.
- Support young women to understand the impact of trauma, abuse, and exploitation on their mental health, relationships, self-esteem, and housing stability.
- Provide psychoeducation and practical coping strategies to help clients manage trauma-related symptoms, emotional distress, and the ongoing effects of abuse.
- Work within a trauma-informed and feminist framework that recognises the impact of gender-based violence on young women's lives.
- Establish and maintain professional boundaries and work in accordance with recognised ethical counselling practice and SAY Women policies.
- Identify and respond appropriately to safeguarding concerns, undertaking risk assessments and safety planning where necessary, in line with SAY Women policies and statutory requirements.

- Advocate on behalf of clients and liaise with external agencies, including housing providers, social services, mental health services, and other relevant organisations, to ensure coordinated support, as required.
- Support clients to access appropriate services and resources that contribute to their safety, wellbeing, recovery, and independence.
- Maintain accurate, timely, and confidential case records contribute to monitoring, evaluation, and reporting requirements.
- Participate in regular clinical supervision, case discussions, team meetings, training, and continuing professional development activities.
- Contribute to the development and continuous improvement of counselling services, policies, and good practice within the organisation.
- Promote equality, diversity, inclusion, and anti-discriminatory practice in all aspects of service delivery.
- Work in accordance with SAY Women policies and procedures, including confidentiality, data protection, health and safety, and safeguarding policies.
- Undertake any other duties commensurate with the post as specified by the Senior Management Team.

PERSON SPECIFICATION

Essential

- An understanding of Men's Violence Against Women and Girls (MVAWG) and the ability to work from a feminist perspective in all aspects of the role.
- A recognised counselling diploma (or equivalent counselling qualification).
- Membership of, or eligibility for membership of, a recognised professional counselling body (e.g. British Association for Counselling and Psychotherapy or COSCA).
- At least one year's experience and skills in providing individual emotional/psychological support involving CSA, MVAWG, sexual violence, exploitation, or trauma.
- Ability to maintain a non-victim-blaming, trauma-informed, and proactive solution-focused approach.
- Experience of risk assessment, safety planning, and responding to safeguarding concerns.
- Experience advocating on behalf of young people and working collaboratively with partner agencies.
- High-level interpersonal skills with excellent verbal and written communication skills.
- Ability to maintain accurate, confidential records and manage a caseload effectively.
- Commitment to ongoing professional development and reflective practice.

- Understanding of professional boundaries, confidentiality, and ethical counselling practice.

Desirable

- Experience of working with young women aged 16–25.
- Knowledge of housing, homelessness, mental health, and social welfare issues affecting young women.
- Experience of working within specialist violence against women services.