



Murray's Initiative
2nd Floor, 14 North Claremont Street
Glasgow G3 7LE
0141 353 1800

JOB DESCRIPTION

Job Title: Counsellor

Location: Based within GCA's Head Office in North Claremont Street with some travel throughout Glasgow for service delivery.

Hours: Part-time – 15-16 hours per week (2 posts)

Mainly business hours but to include Monday evening or Saturday

Salary: Starting Salary £26,002 per annum (pro rata)

We understand that many will have other commitments outside of work and so flexible working, part-time hours or job-sharing arrangements will be considered for the right candidate.

About Us:

Murray's Initiative (formally known as Glasgow Council on Alcohol) is an independent Scottish charity that works to reduce alcohol and drug-related harm at both individual and community levels. Established in 1965, Murray's Initiative adopts a long-term, trauma-informed and asset-based approach to changing the culture around substance use. Its services are built on a person-centred, harm-reduction model, supporting people whether their goal is to reduce consumption or achieve abstinence.

Murray's Initiative offers free, confidential counselling services for people concerned about their own or someone else's drinking. Murray's Initiative delivers a range of interventions including groupwork and employability support as well as a number of holistic and inclusive services, such as a women's service for survivors of gender-based violence, young person's peer education service, LGBTQ+ health and wellbeing support and tailored wellbeing programmes.

Murray's Initiative is also a recognised provider of professional development, offering a comprehensive training portfolio including education aimed at increasing awareness of alcohol use and promoting healthier lifestyles, COSCA Counselling Skills and a Diploma in Integrative Counselling and Psychotherapy.

Murray's Initiative deliver services over 6 days per week and throughout Glasgow, East Dunbartonshire, East Renfrewshire and North Lanarkshire, helping people make meaningful, positive change in their lives.



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The foundation of Murray's Initiative is our supportive and inclusive culture for all who engage and work with us.

About the Role:

The role of the counsellor is to provide a counselling, advice and information service for individuals aged 16 and over with their own problematic alcohol or drugs use. The service is delivered from our offices in Glasgow and within community settings throughout Glasgow and surrounding areas.

The Counsellor will report to the Counselling Practice Manager.

This post requires a Protection of Vulnerable Groups (PVG) Scheme membership - successful applicants will be required to join the PVG Scheme for both adults and children.

Key Responsibilities of the Counsellor:

- Provide a counselling service to adults presenting with issues relating to their alcohol and / or drug use.
- Contribute to Murray's Initiative meeting the national waiting times target for addiction services of referral to treatment in three weeks or less.
- Conduct high quality, person-centred assessments and delivering a counselling service to individuals impacted by alcohol and / or drugs, adopting Murray's Initiative's integrative counselling approach.
- Ensure all paperwork is completed accurately and professionally and work with the admin team to ensure that the counselling database and reports are kept accurate and up to date.
- Attend regular practice supervision, line management and team meetings, and participate in appropriate meetings and training opportunities.
- Ensure the minimum required CPD is completed.
- Adhere to the ethical frameworks of the appropriate governing body (COSCA) and follow all organisational policies and procedures, including health and safety.
- Produce high-quality, accurate case studies of counselling clients for use in reports and training.
- Contribute to service promotion by attending partner meetings in a professional manner.
- Undertaking any other duties as required by the Counselling Practice Manager.



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Qualifications and Experience:

- A diploma qualification in counselling, or equivalent, ideally with post-qualification counselling experience.
- Member of COSCA, BACP or equivalent
- Training in Addiction field or experience working in alcohol, drugs or addiction fields.
- Evidence knowledge of issues faced by adults with problematic alcohol and/or drugs use, with a harm-reduction approach to alcohol and / or drugs issues.
- Demonstrate experience of inter-agency working and working in community settings to be able to provide a high standard of support to clients alongside different services.

Skills and Competencies:

- Demonstrate excellent written and verbal communication skills, with the ability to empathise with a broad range of individuals and experiences.
- Proven ability to empower individuals to change with a non-judgemental approach.
- Ability to self-motivate and work proactively, managing own diaries and appointments. Whilst maintaining resilience and capacity when working with complex client issues.
- Commitment to working in line with Murray's Initiative values of collaboration, respect and empathy.
- Demonstratable alignment with the Core Conditions for a counsellor.

Why Join Us?

- Your work will contribute to make a real difference to people's lives.
- Competitive salary and benefits package:
 - Very generous annual leave entitlement: full time employees start with an annual leave entitlement of 37 days (inclusive of 12 bank holidays) which increases with length of service.



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- Duvet days where employees may take time off at short notice.
- Death in service policy.
- Cycle to work scheme where employees can save money on a new bike and spread the cost.
- And much more!
- Opportunities for continuous learning and career development.
- A supportive and inclusive work environment where your contributions are valued.

Application Process:

Interested candidates are invited to apply by completing the online application form which can be found here :

<https://murrays.livevacancies.co.uk/#/job/details/56>

If you require our application form in another format, please contact HR@murrays.scot

The following is the timescale for the process :

Closing date for applications:	Sunday 2nd August 2026
Shortlisting:	Thursday 6 th August 2026
Date of interviews:	Wednesday 12 th / Thursday 13 th August 2026
Start date:	ASAP

Equal Opportunity Employer:

Murray's Initiative is an Equal Opportunities Organisation. We are committed to treating all workers and job applicants fairly and equally, regardless of their sex, pregnancy and maternity, sexual orientation, religion or belief, marital / civil partnership status, age, race, disability or gender identity and expression or any other personal characteristic.

