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ROLE PROFILE

Profile Version: A2030-01 / Date Authorised by Chief Executive Officer: 01.04.26

Job Title: Outspoken Pathfinder **Team:** Support & Advocacy: Outspoken
Reports to: Service Manager **Reportees:** None.

Expectation of Role

Provide the most effective and efficient mental health connector services that meet the needs of the client whilst ensuring no male survivor is left behind; whilst supporting the Management Team to deliver the service to the highest standards.

Main Duties and Responsibilities

- Facilitate the design, development and delivery of individually tailored care plans and pathways for clients in the service. Undertake individual risk and needs assessments for victim/survivors entering the pathway.
- Deliver 1:1 trauma-informed/survivor-centred therapeutic interventions.
- Work within a multi-agency partnership to liaise with other health and social care staff from a range of agencies in the care provided to clients.
- Accurately record clinical interventions and maintain a high standard of record keeping.
- Engage in monthly clinical supervision and regular Line Management as directed. Provide accurate client reports to Pathway Partnership that represent the clients' needs and wishes.
- Undertake specific pathfinder projects as directed by your Line Manager. Participation in the development and implementation of continuous service and system improvement.
- Maintain appropriate professional registration (if applicable) and demonstrate commitment to statutory codes of practice and continued professional development requirements.
- Undertake specific tasks as directed by a Manager or a member of the Executive Team.

Organisational Core Responsibilities

- Ensure 100% of the work you carry out is for achievement of the organisations charitable objects: For the public benefit, to promote and protect the good health and wellbeing of male victims / survivors of sexual harms, and their loved ones, across Greater Manchester and throughout England & Wales by
 - 1) providing qualified health and social care professionals, ISVAs, IDVAs and advocates to treat, support and advise them to cope and recover and move beyond these harmful experiences
 - 2) providing training and education in, and awareness raising campaigns of, the prevention and impact of sexual harm on males, sharing knowledge and information to support a greater societal understanding of sexual harms
- Maintain strict confidentiality and be fully compliant with all requirements of UK GDPR and the Information Commissioners Office, as you have access to sensitive, restricted, and classified information; whilst also recognising that all individuals have the right to anonymity within and outside of the organisation.
- Strictly adhere to all company policies and procedures, quality assurance and professional frameworks or practice guidelines, including all accurate recording of information; ensuring you do not act to compromise the We Are Survivors standards, any formal organisational or personal QA Accreditation.
- Stringently uphold the organisation's values of transparency, integrity, understanding and responsiveness throughout your work and your representation of We Are Survivors.
- Oppose all forms of unlawful and unfair discrimination, harassment, intimidation, bullying or victimisation; whilst honouring a serious commitment to anti-oppressive practice.
- Commit to working positively and inclusively with everyone, regardless of their protected characteristics, so that We Are Survivors provides a fully diverse and wholly inclusive workplace.
- Remain aware at all times of your responsibilities for your own health and safety, for the health and safety of those directly responsible to you, your work colleagues and any others who may be affected by the operations under your responsibility or control.
- Ensure you comply with all requirements identified within infection control measures and risk management, both nationally and locally.
- Ensure you accurately record all appropriate information in the relevant data management or file storage systems.
- To work flexibly in the interests of the organisation, which may include evenings and weekends, local/regional/national travel; and may include undertaking other duties provided that these are appropriate to your background, skills and abilities.
- Be the 'Thematic Lead' for a specific topic (as notified to you), ensuring that the organisation is providing the best possible service to meet the clients' needs and that it is responding appropriately to changes within or required by the topic.



Person Specification

The following attributes are **Essential** for this role:

Registration:

- BACP, BABCP, UKCP, NCS, BPS or HCPC registered.
- A full UK Driver's licence, access to a vehicle and ability to travel around the north west prison estate.

Qualifications:

- Diploma in Counselling / Psychotherapy (or equivalent); or
- Diploma in Social Work (or equivalent); or
- Degree in Psychology (or equivalent with relevant clinical/forensic practice); or
- Diploma in Mental Health Nursing, General Nursing (or equivalent with relevant clinical practice);
- or similar health and wellbeing related qualification.

Knowledge and Experience:

- Experience of holding a Senior Practitioner role (or equivalent).
- Knowledge and experience of working within Health & Safety guidelines, processes and legislation.
- Demonstrable experience and understanding of developing customer relationship management systems, membership systems and of using database information.
- Experience of delivering on an organisational strategy.
- Experience of providing 1:1 support or advocacy to adults and/or young people with vulnerabilities.
- Experience of processing data at a strict confidentiality level.

Skills:

- Ability to prioritise own workload.
- Ability to manage competing priorities to meet deadlines.
- Good numerical, written, verbal and interpersonal communication skills.
- Proficient in the use of Microsoft Office Suite, or equivalent, and electronic database system.
- Ability to design, produce and interpret data reports.

Values:

- Ability to hold and demonstrate in your conduct the adherence to the organisational values of *Transparency, Integrity, Understanding* and *Responsiveness*.
- A commitment to respecting diversity, inclusion and anti-oppressive practice.



The following attributes are **Desirable** for this role:

Registration:

- BACP Accredited or equivalent.

Qualifications:

- Masters Degree in counselling, psychotherapy.
- Certificate / Diploma in EMDR.
- PG Cert / Diploma in CBT.

Knowledge and Experience:

- Knowledge of Health & Safety legislation.
- Experience of coaching or mentoring.
- Experience of working within the Criminal Justice System.
- Experience of working within a highly confidential setting, adhering to information governance.
- Understanding of issues relating to sexual harms, particularly those relating to boys and men.
- Experience of working within the voluntary, community or social enterprise (VCSE) sector.

Skills:

- Public Speaking.

Values:

- None applicable.