

## Role Description

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**Role Title:** Counsellor (Sexual Violence Services)

**Reporting to:** Clinical Lead / Counselling Project Manager

**Service:** Therapeutic Services

**Contract:** Fixed Term Contract

**Location:** Islington/Hybrid (with minimum 1 evening on-site)

**Salary:** TBC

**Hours:** 15 hours per week (Evening)

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This role description may change to reflect changing requirements of the role

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### The Role

The postholder will provide high-quality counselling to survivors of sexual violence ages 11+ across London. Working from a person-centred framework, they will have a thorough understanding of issues prevalent in the gender-based violence sector and provide weekly therapeutic sessions online, by telephone, and/or face-to-face in our counselling venues.

### Accountabilities

- Provision of weekly strengths-based, short-term and long-term counselling to survivors affected by gender-based violence, primarily sexual violence and abuse, to build resilience and empowerment
- Manage and schedule all appointments, ensuring expected number of sessions are arranged
- Delivery of assessments to inform appropriate therapeutic response for survivors
- Use of a variety of trauma-informed therapeutic interventions that are responsive to complex presentations, including PTSD, depression, self-injury, and suicidal ideation
- Work from a gendered perspective and analysis to understand the root causes of gender-based violence
- Ensure the service is responsive to, and meets the needs of all survivors, considering a variety of needs including language, culture, disability, sexuality, literacy and mental health
- Timely completion of clinical and administrative reports in relation to clinical practice, including compliance with all counselling clinical evaluation tools such as a CORE

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- Timely maintenance of case files and records according to monitoring requirements, including keeping case notes, managing appointment slots, and any other administrative tasks as required for the delivery of the service
- Provision of consistent excellence in service delivery and adherence to the BACP Code of Ethics or equivalent
- Ensure that any safeguarding concerns identified in the service are dealt with in accordance with Solace safeguarding policy
- Contribute to gathering service user feedback and voice in service delivery and service development
- Contribute to the collection of service outcomes and use clear and coherent targets to provide evidence that outcomes are met

### Values, Behaviours & Competencies

- **Committed** to the purpose of Solace Women's Aid, ensuring that the service user is at the heart of service delivery and development
- **Feminist** in understanding 'Violence against Women and Girls'
- Committed to fostering **innovation** and **continuous improvement** in working practice
- **Flexible** and open to new challenges, ideas and experiences, and able to be self-reflective
- Committed to understanding **diversity** and ensuring **anti-discriminatory** practice is applied in all forms of our work
- **Non-judgemental** with a commitment to self-care within the team
- **Collaborative**, building relationships with internal and external partners.

### Knowledge, Experience and Skills

- Experience of providing counselling psychotherapy to survivors who have experienced domestic and sexual abuse
- A good understanding of the myths and facts regarding gender-based violence
- A clear understanding of the effects and issues facing survivors with complex needs who have experienced gender-based violence
- Experience of providing clinical assessments and risk assessments
- Knowledge of the needs of survivors from diverse communities and the barrier to accessing support, particularly for those from global majority communities, those with mental health issues or problematic substance use, people from the LGBTQ+ community, neurodiverse people and those with learning disabilities
- Excellent admin skills and extensive experience using Microsoft and electronic case management systems
- Understanding of working with women and girls who have experienced harmful practices
- We would welcome applicants who speak various languages.

### Qualifications

- Qualified to Diploma level with experience post qualification providing one to one counselling – 250 hours minimum - those with fewer hours but demonstrable experience in the VAWG sector or with trauma will be considered.
- BACP accredited, or equivalent, or working towards accreditation

Team Structure

