



Job Description	Lead Integrative Counsellor/ Cognitive Behavioural Psychotherapist
Employer	Light Peer Support Limited
Hours of Work	16 hours per week. Fixed term to 30 th June 2025
Salary	£15,891 - £16,764 (Depending on Experience)
Responsible to	Chief Executive
Location	Light Peer Support, Knowle House, Sheffield S2 3QE

Background and our history

Light Peer Support (Light) is a perinatal mental health (PNMH) peer support charity, established in 2010, which has grown to support parents and their families across South Yorkshire. We are led by our passion to support mental health during pregnancy and beyond for all families from all communities.

From our hub in Sheffield and across South Yorkshire, we work with and support families who are experiencing emotional and mental health difficulties in the perinatal period. We collaborate with stakeholders across the statutory and voluntary sector to raise awareness of perinatal mental health difficulties and the support available.

We are committed to providing services that embrace diversity to support equity in service access and promote equality of opportunity.

Background to this role

Sheffield City Council, as part of the national Family Hub and Start for Life Programme commissioned Light to provide a perinatal mental health peer support intervention programme; able to support people with emotional and mental health difficulties, such as anxiety, postnatal depression, low mood, adjustment to motherhood/parenthood and or parent-infant relationship difficulties.

The funding received is enabling Light to support more families who are affected by perinatal mental health issues through the provision of PNMH peer support via groups, one-to one support, telephone, videocall and email support in their own locality. A counselling service was commissioned to sit alongside and complement peer support activity. This has given Light the opportunity to develop our internal pathway to counselling/therapy support and enhance the clinical leadership within the service.

Integrated services are delivered in Family Centre Hubs, ensuring that perinatal mental health (PNMH) peer support, alongside other aspects of family support, is available locally right across the city of Sheffield.



The role

As an Integrative Counsellor or Cognitive Behavioural Psychotherapist, you will play a central role in the development, delivery, monitoring and evaluation of the Counselling/Therapy service offered by Light. You will build on the provision already in place and be responsible for the operational delivery of the remodelled service.

You will work collaboratively with our Peer Support Co-ordinators to implement and operate an internal care pathway for our service users who self-refer for counselling /therapy. Working within national guidelines and the BACP guidelines or similar ethical frameworks you will work towards achieving a responsive, high quality and clinically robust service that complements Light's PNMH Peer Support activity.

You will undertake comprehensive initial screening assessments in line with current guidance, allocate service users for counselling/therapy managing the overall caseload. You will also hold a small therapy caseload and provide a small team of volunteer qualified and student counsellors on placement with appropriate clinical supervision.

You will actively promote diversity to support equity in service access and promote equality of opportunity.

You will be supported in your role by Light's leadership team and BACP accredited and experienced practitioner

Main responsibilities

- To implement and operate within the Light's counselling/therapy framework
- To provide operational and clinical leadership to the counselling service
- To ensure counselling is being delivered in line with BACP guidelines and similar ethical frameworks
- To carry out initial screening and assessments for self-referrals to assess suitability and risk
- To work collaboratively with service users to achieve optimum outcomes from therapy
- To manage the counselling/therapy caseload, allocating service users for therapy and ensuring ongoing review of any waiting times.
- To operate within a trauma informed model
- To utilise validated outcome measures as part of assessment and monitoring
- To make comprehensive clinical records which satisfy the requirements of BABCP/BACP, and GDPR legislation.
- To carry a small caseload providing best practice counselling/therapy.
- To work with the leadership team to develop Light's Counselling & Therapy Service contributing to tender responses and funding bids when required.



- To uphold counselling therapy/ professional standards in line with BACP and similar ethical frameworks and Light's Values & Principles
- To work with the Peer Support Co-ordinators to ensure service users are aware of the counselling/therapy offer and eligibility criteria.
- To participate in the recruitment process for volunteer qualified and trainee counsellors.
- To provide clinical supervision to the counsellors in line within a recognised supervision model.
- To ensure comprehensive data collection and implementation of service user satisfaction surveys.
- To understand and implement best practice in relation to safeguarding adults and children, following internal and local safeguarding policy/procedures and contribute to performance monitoring reports.
- To maintain eligibility for accreditation with the BACP or similar membership body
- To take part in supervision and undertake training, continuous professional development, identified as relevant to the post.
- To attend and participate in team meetings, and other meeting as required.
- To build professional relationships with other relevant stakeholders in the field of PNMH and family support.



PERSON SPECIFICATION – Lead Integrative Counsellor/Cognitive Behavioural Psychotherapist

Requirements	Essential	Desirable	Assessed
Education and Training	<p>Recognised qualification related to integrative counselling or cognitive behavioural psychotherapy (Level 4 and above)</p> <p>Evidence of post-qualifying professional development</p> <p>Membership of a professional body (preferably BABCP/BACP)</p> <p>Eligibility for accreditation with the BABCP or BACP</p>	Clinical supervision qualification	Application Form
Knowledge	<p>Excellent understanding of the impacts of the perinatal period</p> <p>Knowledge of assessment procedures and clinical measures for e.g. depression, anxiety, post-traumatic stress</p> <p>Good understanding of trauma informed practice</p> <p>Awareness and sensitivity to issues faced by people from diverse backgrounds</p> <p>Understanding of the SCoPED Framework</p>	Good understanding of different therapy modalities	Application Form Interview
Experience	<p>Experience of direct work with individuals experiencing perinatal mental health problems including assessment of needs and risk</p> <p>Experience of carrying out comprehensive assessments to determine the most appropriate form of therapy</p> <p>Experience of delivering individual integrative counselling or cognitive behavioural therapy to adults, including those with complex issues</p> <p>Experience of delivering clinical supervision</p> <p>Experience of record keeping, monitoring and evaluation of service delivery and client outcomes</p>	<p>Lived experience of perinatal, emotional or mental health, parenting challenges.</p> <p>Experience of working with colleagues from a range of therapeutic backgrounds</p> <p>Experience of working with and supporting volunteers</p>	Application Form Interview



	Experience working with a range of agencies in the voluntary and statutory sectors, e.g. IAPT, CMHT, primary care, social care, domestic and sexual abuse services, maternity services		
Skills and Abilities	<p>Excellent verbal, written and interpersonal communication skills, ability to prepare and present reports</p> <p>Good IT skills – including word processing, email and electronic records management systems</p> <p>Ability to work with complex and confidential information in a sensitive and professional manner</p> <p>Ability to lead and collaborate with a team of counsellors from a range of modalities</p> <p>Ability to work flexibly as part of a team and on own initiative to meet deadlines</p> <p>Able to travel locally</p>	<p>Good training skills and ability to deliver presentations to a range of audiences</p> <p>Ability to communicate effectively in a second language</p> <p>Ability to travel locally, and occasionally nationally</p>	<p>Application Form</p> <p>Interview</p>
Personal Qualities	<p>Able to work autonomously</p> <p>Able to establish personal credibility</p> <p>Professional, calm and efficient manner</p> <p>Emotional Resilience</p>		Interview
Other Requirements	<p>Willing to work flexibly as required</p> <p>DBS Check</p>		Application Form

As the role develops, you may be required to undertake additional duties not listed here but considered to be in accordance with the overall aims and objectives of the post.

The post will be subject to an enhanced DBS check which will be paid for by the charity.

Leave Policy - Staff who work full time are entitled to 23 days paid holiday per year, part time staff allowance will be pro-rata. Bank holidays are not included in the 23 days. Staff are also entitled to 8 bank holidays per year in addition to the 23 days, these will be calculated pro-rata for part-time staff.



Living our Values - Shared Statement

Our team behaviours reflect, wholeheartedly, Light's values:

Listen

- Listening to each person as an individual and relating to them without judgment
- Seeking to understand and value what you hear and showing compassion and kindness at all times
- Actively taking account of the needs and views of others
- Understanding and supporting the benefits that diversity brings to us all

Integrity

- Always being honest, truthful, trustworthy, loyal, fair, and sincere
- Being open, honest, of good character and straightforward
- Encouraging and valuing feedback from others
- Being reliable, by always delivering the care and support you commit to
- Being open and honest about when things have not gone well
- Raising concerns and reporting incidents that arise

Generosity

- Sharing your own lived experience and how you got through it
- Willingness to share your time and resources with others

Humanity

- Treating all people with compassion, empathy, understanding, tolerance and kindness

Teamwork

- Actively take account of the needs and views of others
- Being a team player and supporting your colleagues
- Listening carefully to others' opinions and communicating yours clearly
- Responding positively to differences of opinion