



SPECTRA CIC
JOB DESCRIPTION – Counsellor/Psychotherapist (Sex Worker Support Service)

Post details

Job Title: Counsellor/Psychotherapist (working with individuals engaged in sex work)

Salary: £31,166 FTE, plus pension contribution: Part-time post, pro rata at 1-2 days per week depending on preference

Line Manager: Sex Worker Support Lead

Caseload supervisor: Clinical Lead

Main purpose of the job

To provide individual counselling to improve the health and wellbeing of individuals in the sex work community:

- Promote the service to sex workers who may want to access free peer-delivered counselling
- Support individuals to work through presenting issues and empower them to express themselves fully, developing confidence and resilience
- Developing local, London-wide networks and partnerships to support Spectra's Sex Work Counselling offer
- Maintain counselling practice and case notes in accordance with Spectra's policies
- Monitor and report on the delivery of the sex work counselling service
- Identify changing and emerging need within the sex work community in relation to therapeutic interventions

Main responsibilities and tasks

Identify and engage with sex workers seeking therapeutic support;

Provide face to face individual counselling support to service users part of the sex work community.

Provide an online counselling offer.

Offer intake assessments in liaison with the Clinical Lead.

Co-ordinate and report on therapy sessions, ensuring consistent and high-quality therapy services delivered within the policies and procedures of Spectra.

Identify ways of supporting clients to develop effective, evidence-based services.

Maintain efficient records and protection of client data.

Report on programme effectiveness.

Refer and signpost individuals whose needs cannot be met by Spectra.

Develop networks and partnerships to support the service

Engage and develop robust referral pathways with key professionals e.g. mental health teams and other third sector and statutory services.

Raise the profile of Spectra's counselling service with a range of key agencies and networks.

Contribute to the development of grant applications led by Spectra's fundraiser

Signposting and working with teams

Supporting the Sex Work Support Service's output, ensuring data is collected, collated, and reported on time and sharing issues and evidence with colleagues.

Work with other counselling colleagues and the Clinical Lead to ensure a high-quality and consistent service is delivered across all Spectra counselling and well-being services.

Share learning and insight with the broader Spectra teams as appropriate.

Identify emerging issues for clients and ways to improve services and ensure this learning is shared across the team.

Job Knowledge and Skills

You must be a current accredited or registered member of a professional body (i.e. BACP, UKCP or BPS).

Experience of delivering psychological therapies online and in person.

Experience or willingness to train in delivering group therapy.

Lived experience of sex work or the community (Spectra utilise a **peer** delivery model).

Understand the mental health support needs of sex workers, with a detailed understanding of broad support needs.

Engage with clients in a supportive, affirmative and non-judgemental way.

Understand how sex workers can access other key services.

Know your own limits of skills, competences and responsibilities and work within them.

Identify, assess and manage risks, including close liaison with Spectra's Safeguarding and Clinical Leads.

Manage your time, organisational resources and prioritise workload in liaison with manager.

Participate and contribute to ongoing appraisal and learning.

Responsibility for resources

Ensure adequate supplies and written/online resources are available for clients seeking or accessing therapy and support.

Other

1. A commitment to the aims, objectives and values of Spectra.
2. To maintain personal and professional development in order to keep up to date with current theory and practice in the sexual health, mental health, gender identity and psychotherapy fields.
3. To be available for work outside normal office hours.
4. To contribute to Spectra projects and initiatives as identified by line manager.

Spectra standards

Equal Opportunities

Spectra has a strong commitment to achieving equality of opportunity and expects all employees to implement and promote its policy in their own work.

Health and Safety

Spectra is committed to a healthy and safe working environment and expects all its employees to implement and promote its policy in all aspects of their work.

Confidentiality and Data Protection

Spectra is committed to maintaining protection of data and privacy of staff and clients. It expects all staff to handle individuals' personal information in a sensitive and professional manner. All staff are under an obligation not to gain accesses to information they are not authorised to have.

Systems

To use Spectra computers and other technology as directed to ensure their full and proper use and to undertake any necessary training.

Signature –job holder

Signed:.....

Dated:.....

The duties of this post will change over time and will be reviewed and amended as necessary.

EMPLOYEE SPECIFICATION

Job Title: Counsellor/Psychotherapist (working with sex worker communities), Spectra CIC

No	Criteria/Competences
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Skills/Abilities/Knowledge

- 1 Experience and qualifications as outlined above to provide high quality one-to-one counselling to trans clients, including online.
- 2 Understanding of the complex issues faced by intersectional sex worker communities.
- 3 Knowledge of counselling and behaviour change theories and mental health promotion.
- 4 Knowledge of legal and access issues for sex workers.
- 5 Excellent self-management skills.
- 6 Experience of building referral pathways, networks and professional partnerships
- 7 Knowledge of data/records systems. Ability to process and analyse data and write reports, including case studies.
- 8 Ability to problem solve, work independently and manage time efficiently.

Experience

- 1 Experience of the complex issues facing sex workers.
- 2 Experience of delivering individual counselling since qualification, preferably with some online
- 3 delivery
- 4 Experience of delivering group therapy (desirable)
Experience of working in teams
- 5 Experience of working with sex workers as service users.

Other Factors (e.g. Genuine Occupational Qualifications)

- 1 Bring peer lived-experience to the service
- 2 Work in languages other than English common to the diverse communities in London (desirable)