



SPECTRA CIC

JOB DESCRIPTION – Counsellor/Therapist (LGBTQ+ service) with young people aged 13-24 years.

Post details

Job Title: Counsellor/Therapist (working with LGBTQ+ communities / 13 to 24 years).

Salary: £31,166 FTE, pro rata (£18,700) plus pension contribution: Part-time post, (3 days per week)

Location: P3 Centre, Hillingdon, London

Line Manager: Clinical Lead, Therapeutic Service Manager

Main purpose of the job

To provide individual counselling to improve the health and wellbeing of LGBTQ+ young people in Hillingdon.

Identify and engage with LGBTQ+ clients.

- Support individuals to work through presenting issues and empower them to express themselves fully, developing confidence and resilience.
- Maintain counselling practice and case notes in accordance with Spectra's policies.
- Manage safeguarding and risk within Spectra's processes.
- Monitor and report on the delivery of the counselling service.
- Identify changing and emerging need.
- To employ both talking and creative techniques in a clinical capacity.

Main responsibilities and tasks

Identify and engage with trans people seeking therapeutic support.

Provide individual and group counselling support and interventions to LGBTQ+ young people.

Co-ordinate and report on therapy sessions, ensuring consistent and high-quality therapy services delivered safely 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.

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

Develop referral partnerships to support people holistically.

Signposting and working with teams.

Ensure service data is collected, collated, and reported on time.

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.

Relevant recognised qualification(s) in the field of therapy, counselling and/ or psychology. In addition, you must be a current accredited or registered member of a professional body (i.e. BACP, HCPC, UKCP or BPS).

Experience delivering counselling/therapeutic interventions with young people

Experience of delivering services face to face to young people.

Experience of delivering psychological therapies online is desirable. .

Identify as LGBTQ+ (Spectra utilise a **peer** delivery model)

Understand the mental health support needs of LGBTQ+ young people, particularly trans, non-binary and gender-queer people, with an understanding of broad support needs.

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

Understand how clients 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 the 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 and objectives of Spectra.
2. To maintain personal and professional development to keep up to date with current theory and practice in the sexual health, mental health, gender identity and therapy fields.
3. To be available for work outside normal office hours.
4. To contribute to Spectra projects and initiatives as identified by line manager.
5. Experience of working creatively with young people aged 13-24 years.

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.

EMPLOYEE SPECIFICATION

Job Title: Counsellor/Therapist (LGBTQ+ service) with young people aged 13-24 years.

Skills/Abilities/Knowledge

- 1 Experience and qualifications as outlined above to provide high quality individual and group counselling to LGBTQ+ young people, including online.
- 2 Understanding of the complex issues faced by LGBTQ+ young people and their diverse communities, particularly trans, non-binary, and gender-queer clients.
- 3 Knowledge of counselling and behaviour change theories and mental health promotion.
- 4 Knowledge of legal and medical issues for trans people, including transitioning.
- 5 Excellent self-management skills
- 6 Experience of building referral pathways, networks, and professional partnerships
- 7 Experience of safeguarding and strong systemic approach to managing this
- 8 Knowledge of data/records systems. Ability to process and analyse data and write reports, including case studies.

Experience

1. Experience of the complex issues facing LGBTQ+ young people
2. Experience of delivering individual and group counselling / therapy since qualification, preferably with some online delivery
3. Experience of working in and contributing to therapeutic partnerships/teams.
4. Experience of working with LGBTQ+ young people as clients.

Other Factors (e.g. Genuine Occupational Qualifications)

1. Identify as LGBTQ+, bringing peer lived experience to the service
2. Work in languages other than English common to the diverse communities in London (desirable)

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