**JOB DESCRIPTION**

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| **POST TITLE** | Therapist  |
| **HOURS** | 7.5 hours per week |
| **SALARY** | £6,120.00 per annum |
| **DURATION**  | 2 Years Fixed Term Contract |
| **REPORTS TO** | Therapeutic Lead |
| **RESPONSIBLE FOR** | No direct line reports |
| **LOCATION** | Harlow |

**JOB PURPOSE:**

The post holder will be responsible for the delivery of the organisation’s therapeutic service offer for survivors of domestic abuse and ‘honour-based’ abuse and support the Therapeutic Lead with the development of trauma informed services in line with emerging, evidence-based practice.

**MAIN DUTIES:**

1. Identify any safeguarding issues within the services for adults at risk and/or children and follow organisational safeguarding procedures to ensure the swift reporting of concerns to social services and taking any internal actions necessary.
2. In line with the new Domestic Abuse Act, assess children’s needs as victims in their own right, making referrals to Changing Pathways’ Children’s Services for specialist interventions where necessary.
3. Be an inspiring and empowering member of the Therapeutic Team who role models to all employees, volunteers, service users and stakeholders the values and expected behaviours of Changing Pathways.
4. Using the latest research and evidence-based interventions work creatively in delivering a range of therapeutic intervention to our clients such as CBT, DBT and other trauma specific work on 1:1 and group work basis.
5. Working with the Therapeutic Lead, support the development of CPD (continuous professional development) across the organisation to enhance the skills of professionals working with traumatised survivors.
6. Complete initial assessments for new clients and develop therapeutic plans.
7. Represent the organisation at external partnership meetings, maintaining a high level of professional conduct at all times and endorsing the wider Violence against Women and Girls (VAWG) agenda in public forums.
8. Report any matters of Health and Safety and well-being relating to staff and service users that come to light, raising with the line manager.
9. Regularly update knowledge around domestic abuse, interpersonal violence and the wider VAWG context
10. Participate in regular supervision to ensure the highest standards of support and advocacy.
11. Maintain strict organisational confidentiality, professional boundaries and security procedures.

**GENERAL:**

1. Identify own training and development needs and participate in all training courses relevant to the Changing Pathway’s commitment to providing high quality services.
2. Work at all times with due regard to the policies and procedures of Changing Pathways, including financial regulations, participating in their development and amendment where required.
3. Willingness to work outside normal working hours including evenings and weekends and to participate in promotional, fundraising and income generating events, activities and any other duties as may be reasonably required by the organisation.

**OTHER:**

1. The post is subject to a DBS disclosure which will be carried out at appointment of a candidate.
2. This post is subject to completion of a six-month probationary period.
3. Must be mobile to visit sites and work across the whole contract area as required.
4. Post is open to women only under the Equality Act 2010, schedule 9, part 1

This job description is not designed to provide an exhaustive list of tasks and therefore the post holder is expected to undertake any other reasonable duties within the scope of the post as specified by their line manager.

**PERSON SPECIFICATION**

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| **EXPERIENCE**  |
| **Criteria** | **Essential/Desirable** | **How Assessed** |
| Experience of identifying safeguarding concerns and reporting concerns in line with procedures | E | Application Form/Interview |
| Significant experience of clinical practice with vulnerable and traumatised individuals  | E | Application Form/Interview |
| Significant experience of working with individuals experiencing domestic violence and abuse  | E | Application Form/Interview |
| Experience of working with risk and the ability to advise colleagues on how to manage disclosures  | E | Application Form/Interview |
| Experience of multi-agency partnership working and representing organisations at external meetings and conferences  | D | Application Form/Interview |
| Experience in the delivery of DBT and/or CBT based group work | E | Application Form/Interview |
| **KNOWLEDGE AND UNDERSTANDING** |
| **Criteria** | **Essential/Desirable** | **How Assessed** |
| Excellent understanding of clinical practice and therapeutic practice  | E | Application Form/Interview |
| Excellent understanding of all inter personal violence (including the Power and Control Wheel) | D | Application Form/Interview |
| Excellent understanding of the impact of domestic abuse on children and young people | E | Application Form/Interview |
| Knowledge of requirements relating to storage and retention of case notes such as Child Protection and Child In need documentation | D | Application Form/Interview |
| Excellent knowledge of the Violence against Women and Girls context and agenda  | E | Application Form/Interview |
| Comprehensive knowledge of safeguarding procedures and how to recognise types of abuse including neglect and physical harm  | E | Application Form/Interview |
| Excellent understanding of correct and effective information sharing between agencies  | E | Application Form/Interview |
| Knowledge of local support services for individuals living in the Basildon area | D | Application Form/Interview |
| **SKILLS AND ABILITIES**  |
| **Criteria** | **Essential/Desirable** | **How Assessed** |
| Ability to work in a manner that empowers service users to make decisions and choices about their recovery from domestic abuse  | E | Application Form/Interview |
| Highly skilled in making sound judgements in crisis and difficult situations  | E | Application Form/Interview |
| Ability to work in a flexible and responsive manner whilst prioritising work within a busy environment  | E | Application Form/Interview |
| Excellent problem solving skills  | E | Application Form/Interview |
| Excellent communication skills and the ability to work in a confidential manner  | E | Application Form/Interview |
| Excellent IT skills including the ability to use Microsoft Office and organisational case management databases | E | Application Form/Interview |
| Ability to bring honesty and integrity to practice and relationships across all areas of work | E | Application Form/Interview |
| **EDUCATION**  |
| **Criteria** | **Essential/Desirable** | **How Assessed** |
| Qualified therapist with significant experience in clinical practice  | E | Application Form  |
| An excellent standard of education  | E | Application Form |
| Membership of a relevant body | E | Application Form  |
| **OTHER** |
| **Criteria** | **Essential/Desirable** | **How Assessed** |
| Commitment to equal opportunities and anti-discriminatory practice | E | Application Form/Interview |
| Willingness to undertake training and a commitment to continuous personal development | E | Application Form/Interview |
| Willingness to work flexibly and able to travel to different sites and venues | E | Application Form/Interview |