

# Psychotherapist

## 1. PURPOSE OF JOB:

- To be responsible for the delivery of one to one counselling interventions and psycho educational groups for young homeless people and; to participate in comprehensive assessments of health needs and risks, as part of a multi-disciplinary team.

## 2. DIRECTLY REPORTS TO:

Senior Psychotherapist

## 3. RESPONSIBLE FOR THE MANAGEMENT OF:

- Student or volunteer placements, if appropriate.

## 4. KEY ACCOUNTABILITIES:

- To carry a minimum 1:1 caseload of clients referred to the Health and Wellbeing team for counselling and psychotherapy support, in accordance with the quality standards, working practices and priorities.
- To undertake high quality holistic health assessments , making autonomous clinical decisions about professional practice as individual case holder
- To work collaboratively with other team members and external partners in the delivery and implementation health and wellbeing programmes.
- To work effectively and jointly within a multi-disciplinary team environment; ensuring that reflective practice takes place
- To attend internal and external meetings as required; representing the team and providing clinical expertise where necessary to staff and partners.
- To deliver where directed targeted frontline staff training in relation to specific the management of specific mental health issues.
- To adhere to and support the development of Centrepoint's mental health policies and procedures.
- To be able to work independently of line management support, able to make decisions relating to young people's cases in a consistent and compliant manner.
- To liaise and negotiate on behalf of young people with outside agencies and service providers to ensure they receive an appropriate and timely service
- To maintain an accurate and up-to-date knowledge of community level primary care health and social care services, including appropriate hospital psychiatric and emergency services, passing all relevant information onto both service teams and Health and Wellbeing Team members.
- To maintain accurate and up-to-date records in relation to case files on all young people supported adhering to data protection and other information management requirements.
- To ensure all monitoring and evaluation requirements of both funder and organisation are delivered at a high standard and on time.

- To proactively engage with the wider health professional community, and other potential business areas, to maintain continuity of work, innovate practice and create opportunities for Centrepont young people.
- To ensure that the mental health programme adopted by Centrepont reflects the views and opinions of young people and that where possible young people are able to influence the way the Health and Wellbeing team works
- To maintain professional accreditation and/or registration and ensure that professional clinical supervision is undertaken in accordance with accredited status
- To maintain continuous professional development by undertaking training in accordance with new practice requirements as and when required

# Person specification

Detailed below are the type of skills, experience and knowledge that are required of applicants applying for the post. The *Essential Requirements* indicate the minimum requirements, and applicants lacking these attributes will not be considered for the post.

The points detailed under *Desirable Requirements* are additional attributes to enable the applicant to perform the position more effectively or with little or no training. They are not essential, but may be used to distinguish between acceptable candidates.

Category	Essential	Desirable	Assessment
<b>Knowledge and skills</b>			
1. Ability to manage a caseload of young people, co-ordinating the support packages they need and proactively following up with others to ensure all necessary tasks and activities are completed	Yes		AF/C/I
2. Ability to assess young homeless people's needs - helping them to recognise their strengths, set attainable goals and understand and plan for the changes they may need to make to achieve these	Yes		AF/I
3. Understanding of the needs and challenges faced by young homeless people, including those who are care experienced, and who have support needs including drug, alcohol and mental health needs.	Yes		I
4. Ability to manage your own time and plan your work load to meet deadlines and commitments to young people and others	Yes		I
5. Ability to cope in emotionally challenging circumstances. To be willing and able to seek appropriate support through your personal clinical supervisor and line manager.	Yes		I
6. Willing and able to work as part of a multi-disciplinary team, and able to demonstrate professional behaviour at all times	Yes		I
7. Willing and able to recognise own learning and development needs, and work to meet them, accepting advice, direction and guidance.	Yes		I

8. Good verbal and written communication skills; to the level required to explain complex information, and advocate on behalf of young people to external organisations.	Yes		AF/I
9. Able to maintain good written records of work and evidence outcomes achieved with young people. We are looking for a therapist who has experience and knowledge of outcome measures and their use in clinical and audit purposes.	Yes		AF/I
10. Good working knowledge of IT programmes	Yes		
11. A good knowledge of the resources available to young homeless people (benefits, learning and work opportunities, legislation about their rights to social services support and housing) - and the ability to be seen as a reliable source of advice		Yes	AF/I

<b>Experience</b>			
1 Relevant recognized qualification(s) at a masters level or post-graduate level, in the field of psychotherapy, counselling, arts therapies and/ or psychology.	Yes		AF
2. A current accredited or registered member of a professional body (i.e. BACP, UKCP, BPS or HCPC Arts Therapies).	Yes		AF/DC
3. Experience delivering 1:1 counselling and/or groups with vulnerable young people.	Yes		AF/DC
4. Experience of assessing the holistic health needs and associated risks of young people, as part of a multi-disciplinary team.	Yes		AF/I
5. Experience of working with homeless or vulnerable young people and understanding of their needs.	Yes		AF/I
6. Professionally trained and experienced in working within of one or more counselling/ psychotherapeutic approaches, with good knowledge of other theoretical frameworks and ways of working	Yes		AF/I
7. Experience of delivering training or group work within the field of therapeutic disciplines.		Yes	AF
8. Experience working as part of a multi-disciplinary team, providing support and consultancy to other professionals	Yes		AF/I
9. Ability to make use of own clinical supervision (evidenced by a clinical supervisor's statement)	Yes		AF/I

**Key:** AF = Application form. I = Interview. R = Reference. T = Test. C = Certificate. DC = Document checks.

# Centrepoint Values

All staff at Centrepoint are expected to work according to our six values. Below are examples of the behaviours expected for each of them. These will be assessed at interview and are included here to inform your expectations of the type of person we are looking for to join our organisation.

<p><b>Integrity</b></p> <p><b><i>We always put the good of young people and Centrepoint first</i></b></p> <ul style="list-style-type: none"> <li>• We commit to living these values in our professional lives at Centrepoint</li> <li>• We work hard to build trust and productive relationships</li> <li>• We are honest and transparent</li> <li>• We confront issues early in a direct and constructive way</li> </ul>	<p><b>Energy</b></p> <p><b><i>We are ambitious for young people and we have relentless drive, commitment and resilience to achieve that</i></b></p> <ul style="list-style-type: none"> <li>• We act decisively, using our energy to deliver and exceed expectations</li> <li>• We understand our strengths and use them to strive for excellence</li> <li>• We have creative optimism and we embrace change and drive it</li> <li>• We have the courage and stamina to make tough decisions and see them through</li> </ul>
<p><b>Humility</b></p> <p><b><i>Our work is a service that supports and challenges each person in our sphere of influence to fulfil their potential and ensure that they are engaged and inspired to perform</i></b></p> <ul style="list-style-type: none"> <li>• We show empathy, sincerity and are servant-hearted in our approach</li> <li>• We are self-aware; continuously seeking to improve and we take full responsibility for our own development</li> <li>• We offer to help without hesitation and ask others for support when we need it</li> <li>• We respect and learn from each other and about each other; using that knowledge to work better together</li> </ul>	<p><b>Entrepreneurial</b></p> <p><b><i>We are enterprising and innovative – professional, optimistic and always thinking about how to improve</i></b></p> <ul style="list-style-type: none"> <li>• We are commercially aware and financially conscious</li> <li>• We communicate well and bring people with us</li> <li>• We know and understand our business and the impact of both internal and external forces</li> <li>• We always ask ourselves how it can be done better; we are more 'why not?' and have the flexibility to adapt</li> </ul>
<p><b>Accountable</b></p> <p><b><i>We know what we have to do and why. We have high standards and expectations of ourselves</i></b></p> <ul style="list-style-type: none"> <li>• We have a clear direction and are fully accountable for delivery in our area</li> <li>• We take personal responsibility to deliver and exceed expectations</li> <li>• We seek and gain the commitment of others; helping others to achieve what they need to do, by inspecting what we expect.</li> <li>• We celebrate success and reward the right behaviour at the right time; fully supporting the appropriate challenge of inappropriate workplace behaviours</li> </ul>	<p><b>Focused</b></p> <p><b><i>We deliver for and with young people in a way that is creative, inspiring and enjoyable</i></b></p> <ul style="list-style-type: none"> <li>• We put young people at the heart of all we do</li> <li>• We are mindful of risk, seeking to be risk intelligent</li> <li>• We create a collaborative spirit where people are treated equally with respect</li> <li>• We focus relentlessly on results</li> </ul>