



Therapiau Creadigol a Chynghori
ar Gael i'r Gymuned Gyfan

Organisation:	Y Cymni Siarad
Post Title:	Clinical lead
Responsible to:	Service development co-ordinators.
Reports to:	Chair
Posts Reporting to this Post:	No line management duties
Hours work:	30 hours per month (one year contract, with expectation to extend, subject to funding)
Salary level:	£600 for 30 hours per month (approx. 4 days per month)
DBS Required Level:	Yes
Location:	Cardiff. Home working will also be required
Probationary period:	3 months

The organisation

Y Cwmni Siarad (YCS) was set up in 2011 in South Wales. YCS wants to help traditionally under-represented groups to access psychological therapies, by providing an affordable provision of accessible, evidence-based therapies and other support.

YCS is currently working towards registering as a Charitable Incorporated Organisation (CIO) with the Charity Commission with the aim of expanding its services over the next 5 years and become a financially sustainable Charity.

We are largely volunteer run and currently based in Central Cardiff. We provide a low-cost counselling service, which is presently our main source of income, and an LGBT

networking project. Our volunteer counsellors work across South East Wales and we currently deliver counselling services in Cardiff and central Bridgend.

The purpose of the role

The successful applicant will join YCS, an exciting small Charitable business and contribute to a range of service development needs as we establish ourselves and expand our services.

To thrive in this large and constantly evolving service you will need to be flexible and dynamic in your work, highly organised, a skilled communicator, and kind. We are in need of someone with strong clinical and professional skills with a commitment to work hard with people referred to the service and contribute to the knowledge base of the team as a whole.

We are looking to recruit a Clinical lead role to an exciting new part-time post (30 hours per month, equal to approx. 4 days per month). You will help to ensure that the whole team provides a high quality clinically-informed service.

This exciting post will have the opportunity to be involved in the development of new services.

YCS is staffed by three part time staff and this clinical lead role will work closely with the 2-part time service development coordinators and the finance and monitoring officer. This role will be expected to provide;

- clinical lead advice and support for the organization – including staff and volunteer counsellors. It is envisaged that this post lead on all aspects of safeguarding within the organisation. Hours and days to be discussed in post.
- up to 3 hours counselling each week (this is an estimate - to be discussed and negotiated once in post)
- in-house training (not accredited) for staff and volunteer counsellors on subjects pertinent to the counsellors needs e.g. safeguarding, supervision, note-taking, assessing risk and devising appropriate strategies.
- to be part of the development of new services.

Person Specification

Essential

1. Minimum of Advanced Diploma in Counselling or recognised BACP accredited course.

Registered Member of British Association of Counselling and Psychotherapy (MBACP)

Or

Hold a current HCPC registration as a Counselling Psychologist.

Have eligibility for chartered status with the BPS

2. Significant experience of provision of counselling with different client groups
3. Significant experience of provision of counselling supervision for other practitioners with a complementary qualification in supervision.
4. Flexible and a team player. It will be important that the clinical lead is flexible and understands and works with the fluidity of the organisation as it changes over the next few years.

Desirable

1. Experience of research
2. Experience of working in the third sector and/or within a social enterprise model
3. Experience of developing service design with users.
4. Experience of working with under-represented communities/service users.
5. Experience of providing evidence based outcomes
6. Experience of managing staff
7. Experience of coaching or mentoring individuals.

Specific responsibility of role

1. To provide clinical expertise in the organisation. This is expected to include leading on safeguarding within the organisation.
2. To undertake triaging of referrals received to appropriate clinical services for appropriate clinical intervention
3. To be professionally and legally accountable for all aspects of your work,
4. Promote high standards of customer care and Counselling
5. To support the service development coordinators in the development and delivery of the project as part of the team

6. To deliver counselling sessions in accordance with the individuals needs and compliance with the BACP and maintaining appropriate clinical governance of the Counselling service
7. Delivery of learning and development to groups
8. To liaise and develop effective relationships with colleagues within the team on holistic care plans for clients.
9. To ensure the counselling team deliver the outcomes of the BIG lottery funded project
10. To maintain own clinical professional development (CPD) by keeping abreast of any new trends and developments and incorporating them as necessary into your practice
11. Ability to work flexibly within the hours of delivery in line with business need
12. To work with managers and employees to identify and support solution focused initiatives which may include
 - a. Preparing and delivering bespoke training and development
 - b. Identifying appropriate interventions to support the emotional wellbeing of clients
 - c. To maintain client confidentiality
13. To look for opportunities for the commercialisation and sustainability of the project
14. Monitor and record individual progress and maintain accurate records to meet the needs of the project.
15. To work flexibly and be able to change and adapt the role as the organisation develops and evolves its services.
16. The post will be line managed by the service development coordinators, but the candidate will receive £40 per month towards clinical supervision. It is expected that the candidate source their own supervisor for this role.