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| **ROLE PROFILE** |
| **ROLE TITLE:**  Young Women’s Therapist | **REPORTS TO:** Young Oasis Manager |
| **TEAM:** Young Oasis | **SALARY range** £24,491 to £26,511 per year FTE (depending on experience) |
| **RESPONSIBLE FOR:** the delivery of high quality therapeutic work with young women who are vulnerable or ‘at risk’.  | **HOURS:** 22.5 hours over 3 days |
| **LOCATION:** Brighton |  |
| **PURPOSE/SUMMARY OF ROLE:** The Young Women’s Therapist will work with young women aged between 18 and 25 years who are vulnerable or ‘at risk’. This will involve processing referrals; promoting the service; running therapeutic sessions; care planning and review. The post holder will need to be competent and confident at managing high levels of risk beyond just dispensing individual therapy, demonstrating an ability to be able to manage firm boundaries around individual therapy whilst also liaising with other professional networks as appropriate. The Therapist will be responsible for ongoing monitoring and evaluation of the service and producing reports for our funders. The therapist will, at times, support and supervise a small team of volunteers including volunteer therapists on placement. |

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| **Competency area** | **Service delivery****Key activities / decision areas** |
|  | To proactively deliver high quality therapeutic services by:* Supporting young women who are distressed by identifying which areas of their lives may be causing the distress and identifying ways of dealing with the distress.
* Relating to and interacting with young women to include identifying young people’s relationship needs and developing and altering relationships to meet changing needs.
* Supporting young women to access and use appropriate services and facilities.
* Promoting the rights, interests and equality for young women and promoting young women’s confidence in the organisation.
* Establish, sustain and end interactions with young people using appropriate telecommunications.
* Promote choice, well-being and the protection of all children and adults.
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| Competency area | Substance Misuse and Social WellbeingKey activities / decision areas |
|  | Support young women in difficult situations by:-* Recognising indications of substance misuse and refer young women to specialists as necessary.
* Contributing to the prevention and management of abusive and aggressive behaviour, including reviewing any incidents that have occurred.
* Contributing to the protection of children, young people and adults from harm including taking action to safeguard children and adults at risk of harm when appropriate.
* Recognising, reporting on and responding to factors or suspicions that may cause harm
* Supporting young women to deal with relationship problems including assessing and overcoming relationship problems.
* Enabling young women to explore and select options and to put these into practice; and empower young women in this situation to review the effectiveness of their selected options.
* Educating young women about substance use, health and social well-being.
* Facilitating group and collaborative learning.
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| Competency area | Information management and communicationKey activities / decision making |
|  | To establish information management and communication systems by:- * Identifying, selecting, implementing and monitoring information management and communication systems.
* Analysing, recording and sharing information to help make decisions.
* Undertake research and analyse this data;
* Use information to help make critical decisions;
* Prepare reports for different audiences including regular and timely reporting to our funders

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| Competency area | Provision of servicesKey activities / decision making |
|  | To provide healthy, safe, secure and suitable environment for the delivery of services by:-* Establishing and providing suitable facilities;
* Carrying out health and safety checks before any work activities and taking action to deal with unknown situations;
* Promoting and monitoring health, safety and security in the working environment.
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| Competency area | Management of relationshipsKey activities / decision making |
|  | To ensure positive and productive relationships in all areas of work by:-* Developing trust and support with line manager and colleagues;
* Establishing, agreeing and reviewing joint working practices.
* Leading and contributing in meetings;
* Representing Oasis Project at external meetings.
* Promoting effective communication for and about young women to include communication about difficult, complex and sensitive issues;
* Supporting young women to communicate
* Participate in multi-disciplinary team working to support young women.
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| Competency area | Generic areasKey activities / decision making |
| Quality of service | To ensure a high quality of service is maintained by:-* monitoring own performance to ensure it meets expectations and agreed performance targets
* reporting any variances in expected outcomes to the line manager
* participating and using management information and data as appropriate
* participating in the continuous improvement of Oasis Project's services
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| Personal development | To continuously review your own performance and development needs by:-* reflecting on and developing your practice
* making use of supervision opportunities, ensuring there is two-way dialogue
* participating in training and other development opportunities
* contributing to the development and knowledge of others by sharing your experience and skills
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| Health and Safety / Risk management | To ensure a safe working environment for self, colleagues and service users by:-* working proactively with senior management and the staff team to ensure adherence to all health and safety policies and to ensure risk is managed appropriately within the service;
* ensuring a good standard of housekeeping is maintained;
* taking personal responsibility for own safety
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| Compliance | To ensure compliance with internal and external standards and codes of conduct by:-* meeting all regulatory requirements
* complying with Oasis Project's policy and procedure particularly confidentiality and data protection guidelines
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| General accountabilities | To work to Oasis Project’s principles:-* Demonstrate commitment to the vision and values of Oasis and understand how own behaviour and actions contribute to maintaining a culture of shared ownership and responsibility that supports Oasis in achieving its overall vision
* Demonstrate awareness and commitment to working in a way that is ‘trauma informed’ and to recognise this approach as part of Oasis Project’s overall commitment to providing gender responsive services for women.
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| Other | To undertake any other reasonable duties as requested by the line manager |

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| PERSON SPECIFICATION | Essential or Desirable |
| QUALIFICATIONS |  |
| MA / MSc training in integrative arts psychotherapy or equivalent PLUS minimum 2 years’ experience post qualificationAND/ORCounselling qualification to at least Diploma level PLUS minimum of 2 years’ experience working with clients in similar sector | Essential |
| Registration with appropriate professional body e.g. UKCP, BACP, BAAT | Essential |
| Recent Adult Safeguarding/ Child Safeguarding training | Desirable |
| SKILLS, EXPERIENCE AND EXPERTISE |  |
| At least 2 years practice with women, including those aged 18-25 | Essential |
| Experience of working with multi-disciplinary teams | Essential |
| Experience of working with adults with a range of experiences | Essential |
| Skilled in assessing adults for therapy and in contributing to diagnosis, and in assessing risk factors | Essential |
| Knowledge of other treatment interventions (medical, psychoanalytical, systemic, cognitive, behavioural etc.) to allow engagement with colleagues and make appropriate referrals | Essential |
| Skills to work as an independent clinician involving analysis and interpretation of complex therapeutic situations | Essential |
| Skills in applying psychodynamic / group analytic theory in practice with individuals and groups | Essential |
| Knowledge of clinical governance including evidence based practice audit and basic research tools | Essential |
| High level of communication skills including analysis and interpretation of complex and sensitive verbal and non verbal client material | Essential |
| Knowledge of legislation including adult safeguarding/child protection, data security, confidentiality and implications for clinical practice | Essential |
| Clinical supervision skills | Essential |
| Experience of teaching, and delivering presentations | Desirable |
| Experience of working with volunteers and/or supervising students | Desirable |
| Ability to use monitoring and evaluation techniques | Desirable |
| Knowledge of the issues facing substance misusers, in particular female substance misusers | Desirable |
| Knowledge and skills in using digital camera and other technology | Desirable |
| ABILITIES AND ATTITUDES |  |
| Committed to safeguarding | Essential |
| Committed to continuing professional development as required by UKCP, BACP | Essential |
| Committed to the principles of equal opportunity and diversity | Essential |
| Adaptable and able to work in a challenging and changeable environment, both on own and in a team | Essential |
| Ability to deliver against agreed objectives and targets and understand the importance of working efficiently | Essential |
| To be aware of best practice around confidentiality procedures and a clear understanding of data protection guidelines | Essential |
| To understand the importance of taking responsibility for own behaviour and actions | Essential |

The post is subject to the satisfactory completion of a Disclosure and Barring Service (DBS - formally CRB) check at an enhanced level.

This job description accurately reflects the present position; it may be reviewed and amended but only after a proper period of consultation.