

Job Description

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| Job Title | Therapist/counsellor (substance use & gambling) |
| Location | Based at the Independence office, but may be required to work in various places. |
| Line Manager | Accountable to the Manager of Independence |
| Team Members | Manager, Criminal Justice Substance Worker, Addictions Practitioners, volunteers. |
| Other Key Working Relationships | Health & Social Care Staff, Third Sector Organisations and a variety of public sector employers. |
| Purpose of Job | <p>To assist with the implementation of the Guernsey Drug, Alcohol & Tobacco Strategy within the local community, working with a cross section of the community who are affected by substance use or gambling.</p> <p>To help minimise the harms caused by substance misuse and to promote behaviour change using a mixture of individual and possibly group interventions. To contribute to the ongoing development, co-ordination and implementation of an integrated network of services and actions to reduce substance related harms.</p> |

| Principal responsibilities |
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| <ul style="list-style-type: none"> • To provide therapy/SMART recovery for those experiencing problematic substance use and/or gambling behaviours and affected others. • To engage in any required training relevant to the position as identified by the Manager of Independence. • To conduct assessments of service users to determine planned care and to monitor and evaluate outcomes. • To develop strong therapeutic relationships with the client group, both individually and as part of group work. • To complete all administrative requirements in relation to therapy sessions, supervision, reflective practice, and other requirements within organisational policy frameworks. |

- Assist with the provision of statistical data relevant to the work of Independence. To participate in a variety of interagency meetings, team meetings and regular supervision.
- Contribute towards data collection as part of service outcomes.
- To ensure that targets and performance monitoring criteria are met.
- To manage a client caseload and to contribute to the delivery of other areas of work within the general team.
- To ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g., BACP, bps, UK CP, the ABC,) and keep up to date on new recommendations/guidelines set, e.g. by the National Institute for clinical excellence.
- To undertake the full range of administrative duties including data collection and dissemination.
- Working in partnership and networking with a range of people and agencies i.e., statutory, voluntary.
- Facilitate/participate in appropriate working groups across the Strategy Group, with a range of providers as advised by the business manager.
- Use appropriate mechanisms to facilitate the engagement and involvement of local people/groups where appropriate.
- Communicate with people from a wide range of organisations, backgrounds, and ages.
- Apply the most appropriate communications approach to always ensure effective collaboration, e.g., formal presentations, one-to-one discussion, facilitate debates, training and participate in conferences.
- Work in specialist areas, which require sensitivity and the ability to convey information clearly and empathetically.
- Become knowledgeable in the areas of injecting drug use, gambling behaviours and substance detoxes.
- Assist with the planning, implementing, coordinating, and evaluating programmes of activity to meet a diverse range of objectives.
- Engage service user views so that they inform strategy and are incorporated into the delivery of services.

Person Specification

| Category | Essential | Desirable |
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| Qualifications and Training | <ul style="list-style-type: none"> • Core professional qualification in psychology or counselling (or within 6 months of qualifying). • Knowledge and awareness of substance misuse issues. • Awareness of recovery-based work. • A minimum of registration status of a professional body (e.g. BACP, BABCP) | <ul style="list-style-type: none"> • Professional accreditation |
| Experience | <ul style="list-style-type: none"> • Demonstrable experience of working in mental health services or substance use services • Ability to manage own caseload and time. • Demonstrates high standards of written communication and report writing. | <ul style="list-style-type: none"> • Experience of working within multi-disciplinary teams. • Worked in the service where agreed targets are in place demonstrating clinical outcomes. |
| Skills, Knowledge and Aptitude | <ul style="list-style-type: none"> • Effective written, verbal communication skills, including IT skills. • A commitment to understanding of issues relating to substance misuse and the principles of harm reduction. • Ability to work without direct supervision and used to meeting deadlines. • Understanding of equality of opportunity / diversity issues and their impact on the job role. • Ability to work effectively within and across organisations to develop and facilitate joint working. • Ability to engage and support service users to access other services as part of their recovery. • Ability to work within the policies and procedures of the organisation. • Ability to link research to practice. • To engage in work-based analysis. | <ul style="list-style-type: none"> • Knowledge of various approaches to counselling. • Previous experience of mutual aid/peer support work. |

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| Personal Attributes | <ul style="list-style-type: none"> • Clear understanding of professional boundaries. • Ability to manage multiple work streams and effectively manage stress and potential conflict. • Self-reflective. • Excellent communicator. • Highly motivated. • Team player with a strong work ethic. • Ability to be diplomatic, non-judgemental, sensitive and to always respect/maintain confidentiality. • Reliable. • Resilient. | |
| Other requirements | <ul style="list-style-type: none"> • Hold a valid Employment Permit. • Flexibility in relation to working hours. • Willingness to undergo training both on and off Island as required. • Requirement to undergo regular supervision. • Requirement to adhere to a staff drug testing policy. Failure to do so will result in the application being dismissed. • Enhanced DBS clearance. | |

Terms of employment

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| Salary | Dependent upon qualifications & experience |
| Hours of work | Minimum of 10 hours |
| Annual Leave | Dependent upon hours of work |
| Sick Pay | Dependent upon hours of work |
| Allowances | |

Due to the nature of this post, if successful, you will be required to disclose relevant criminal convictions and to submit to a full security procedure. All disclosures of criminal background are received in the strictest confidence and checks are only made in connection with your application and for no other purpose.

Disclosure of criminal background will not necessarily debar you from employment- this will depend on the nature of the offence/s.

The police check will cover all criminal offences apart from minor traffic violations. We will require your written consent for the security procedure.

For further information please contact:

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