



CANS Counsellor or Psychotherapist

Part Time Counsellor or Psychotherapist

Project Background:

About Counselling All Nations Services

Mission: To empower people from BAME communities to express and meet their mental health and emotional wellbeing needs.

Long-term Vision: Our vision for the future is one where Individuals, families and communities live together in justice, harmony and welcome, meeting needs appropriately, with nobody left out.

Values

We are committed to ensuring that all the work of CANS is underpinned by the following values:

Diversity: Appreciating the variety of human experience and culture and the importance of welcome, cultural sensitivity and language appropriateness in the provision of services to members of the BAME community; and the value of promoting social inclusion.

Justice: The fair and impartial treatment of all clients; respecting human rights, equality and dignity; and promoting the provision of effective and equitable services.

Integrity: Being trustworthy and honouring the trust placed in us; doing what we say we will do; communicating counsellor's qualifications, experience and working methods accurately; and working ethically and with careful consideration of the law.

Partnership: Recognising that often much more can be achieved by working in partnership with others than working alone.

Put clients first: Making the wellbeing, capabilities, resilience and safety of clients our primary concern; showing each of them respect and valuing them as a unique person; protecting their confidentiality and privacy; and respecting their right to be self-governing and make their own decisions and choices.

Professionalism: Working to professional standards by, working within our competence; keeping our skills and knowledge up to date; collaborating with colleagues to maintain and improve the quality of what is being offered to clients; maintaining professional boundaries; and keeping accurate and appropriate records. We will also foster the self-respect, self-knowledge, self-care, wellbeing, resilience and integrity of our counsellors.

Activities: providing counselling support for people who had particular issues due to their past experiences and current situation.

- Counselling All Nations Services exists to respond to the gap in counselling service provisions to people from Black, Asian and Minority Ethnic Communities in Northern Ireland through the provision of culturally sensitive counselling (one-to-one, couple, group, children and young people therapies), information provision, research and training.



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- At Counselling All Nations Services, we seek collaboration and input from members of the culturally diverse groups we serve when developing new services and programmes. We strive to see clients as individuals, not stereotyped representatives of a larger or smaller cultural / racial group. We recognise that each individual's worldview varies not only with cultural, racial, and national origin, but, also with age, gender, acculturation, education, and many other diverse factors.

Our Vision

- Counselling All Nations Services vision is to improve and enhance the quality of life for Black, Asian and Minority Ethnic individuals and communities through the provision of culturally sensitive or where possible common minority ethnic language.

Our Mission

- Counselling All Nations Services exists to support and promote the mental health and emotional well-being of people from Black, Asian and Minority Ethnic communities through the provision of culturally appropriate or common minority ethnic language, high quality and accessible counselling service.



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JOB DESCRIPTION	
Job Title:	Part Time Counsellor or Psychotherapist
Salary:	£28,000 pro rata plus pension 8% and NIC. 18 ½ hrs per week.
Responsible To:	Clinical Services Co-ordinator
Main purpose of job:	To work as part of the CANS Counselling Team providing counselling or psychotherapeutic support in line with organisational need and individual skill sets. This will involve working within a range of issues that would benefit client offering short-term solution focused treatment.
Location:	CANS works across the Greater Belfast area so travel will be required. The post is based in one of our Belfast venues (for expense purposes) with the possibility of day clinics in East Belfast, North Belfast, South Belfast and West Belfast. Exact locations to be confirmed on appointment.
Duration:	Fixed Term Contract until Mar 2027
Travel Expenses:	Travel expenses to other work locations will be paid in accordance with our organisational expenses policy and procedure.
External Supervision:	In line with our Policy, CANS will contribute to monthly external clinical supervision fees subject to Senior managerial approval.
Access NI:	This post is subject to an Enhanced Access NI Check against the barred list for Children.
Job Summary	
<ul style="list-style-type: none"> • to contribute to the work of CANS Counselling Service in the daily delivery of safe and confidential counselling services. • to implement CANS Counselling Service systems, policies, and procedures for service delivery. 	
Main Duties / Responsibilities	
<p>For each of the following, the post holder will:</p> <ol style="list-style-type: none"> 1.) To assess the needs of clients and provide appropriate therapeutic interventions to meet these needs, primarily through one-to-one CBT / EMDR & or other Talking Therapy Approaches. 2.) Effectively manage a caseload throughout Greater Belfast, EB, NB, SB and WB, including other HSCT areas of Northern Ireland. 3.) Assessment and ongoing treatment. 4.) Hold a case load and manage this in line with evidence based assessments and interventions. 5.) Work in line with the ethical framework and clinical practice requirements of your registered body, alongside organisational policy and procedure. 6.) Continually assess, monitor and review interventions to ensure best practice and the needs of the client are paramount. 	



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Main Duties / Responsibilities (continue):

- 7.) Establish excellent working relationships with all team members through induction, joint training, team meetings and service development.
- 8.) Forge and maintain productive relationships with all referrers and parents/carers, including host organisation from which services can be provided.
- 9.) Consistently strive to meet targets set by the funder to ensure the highest quality of support is delivered to clients.
- 10.) Ensure you and the CANS team are familiar with relevant local statutory, community and voluntary sector resources in order to assist with recommendations around signposting and referral on to other services.
- 11.) Attend bi-monthly team meetings in the Belfast office, participating in group supervision and inputting into the continued development of the project.
- 12.) Have a working knowledge of CANS policy and procedures, for which team training will be provided, ensuring you keep abreast of developments.
- 13.) Implement project monitoring and evaluation systems within CANS C&Y Project and contribute to analysis of outputs and outcomes ensuring ongoing informed service improvement, annual review and systems update.
- 14.) Prepare for, attend and fully participate in monthly line management, clinical supervision, team meetings, peer supervision and staff training days.
- 15.) Keep up to date counselling/creative therapy notes and client records, recorded electronically, and in compliance with CANS policy and procedures.
- 16.) To carry out such duties as may be required from time to time in negotiation with the Clinical Co-ordinator and other senior staff members.

The above detail of key accountabilities is not intended to be an exhaustive listing, and the post-holder may be expected to accept additional / amended responsibilities in line with the organisation's needs. Such additions / amendments will be in line with the capabilities of the post-holder.

Qualifications:

- A professional qualification in Counselling or Psychotherapy to at least diploma level or equivalent, from a recognised, relevant validating organisation.
- Accredited or intending to work towards accreditation with a professional body such as BACP, IACP, NCPS, EMDR or HCPC.
- A recognised qualification in working with children and young people.

General Duties:

- work within the parameters of the policies and procedures of CANS.
- demonstrate commitment to continuous personal and professional development by undertaking appropriate training as required.
- to comply with the relevant legislative frameworks relevant to the work.
- to attend regular team reflective practice and business meetings.
- to assist in the development and implementation of monitoring and evaluation CANS.



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Skills and Experience:

- Evidence of a minimum of 150 hours, supervised counselling practice, in a formal setting.
- Demonstrable experience of working with children/young people (age 11-18) impacted by Mental Health and Emotional Wellbeing challenges. Preferably at least one year.
- Demonstrable experience of therapeutic team working to include triage, risk assessment and evaluation.
- Demonstrable skills in working with clients who struggle to express themselves verbally due to trauma, disability or other difficulties.
- Demonstrable experience of using creative tools to engage children and young people, in a formal setting.
- Demonstrable professional verbal and written communication skills, suitable to the specialty, to include communicating with children and young people, health professionals and parents.
- Demonstrable commitment to ongoing personal and professional development to include additional training, awareness of developments in the field and compliance with the standards within your registered body.
- Demonstrable experience of managing a complex caseload.
- Demonstrable experience of confidentiality and its boundaries in relation to ethical and safeguarding issues.
- Demonstrable IT skills including Microsoft Office suite.
- Demonstrable ability to maintain a high standard of professional and personal boundaries at all times.
- Experience of working through more than one therapeutic modality.
- Experience of administering clinical outcome measurement tools e.g. SDQ, CORENet, Medesk.

Further Information and General Responsibilities

Administrative

- Maintain comprehensive records (written and computerised) as dictated by the demands of the service.
- Be aware of confidentiality at all times.
- Have a good understanding of the CANS Policy with regard to sickness and absenteeism.

Information Governance

All employees of CANS are legally responsible for all records held, created or used as part of their business within CANS, including patient/client, corporate and administrative records whether paper based or electronic and also including e-mails. All such records are public records and are accessible to the general public, with limited exceptions, under the Freedom of Information Act 2000, the Environment Regulations 2004, the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Employees are required to be conversant and to comply with CANS policies on Information Governance including for



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example the ICT Security Policy, Data Protection Policy and Records Management Policy and to seek advice if in doubt.

We reserve the right to enhance the criteria as deemed appropriate in the event of a large volume of applications.

Health & Safety

To comply at all times with the requirements of the Health & Safety regulation and ensure the implementation of Addiction NI's Health & Safety Policy and Procedures.

This job description is neither restrictive nor definitive. It is important to note that the responsibilities may change to meet the evolving needs of the services that the organisation provides.



Part Time Counsellor / Psychotherapist	Essential	Desirable	Methods of Assessment
Knowledge & Qualifications <ul style="list-style-type: none"> Professional qualification in counselling or psychotherapy (minimum Diploma standard) Professional accreditation as a practitioner with BACP, IACP, UKCP or equivalent (equivalence to be determined by CANS Counselling) To be accredited BACP/IACP or equivalent by September 2022 Continued professional development within chosen therapeutic approach Knowledge of the general issues affecting the Mental Health and Emotional Wellbeing of people from BAME communities in Northern Ireland Mental Health First Aid (MHFA) Assist / SafeTalk 	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p>	<p>A</p> <p>A</p> <p>A / I</p> <p>A</p> <p>A / I</p> <p>A / I</p> <p>A / I</p>
Experience <ul style="list-style-type: none"> Minimum of 3 years post-qualification supervised clinical practice (accumulating to at least 450 hours post-qualifying supervised practice) Experience in working with statutory or voluntary agencies 20 hours personal therapy Experience of working with a range of presenting issues Experience of safeguarding and risk assessment Experience in the use of CORENet Evaluation tool 	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p>	<p>A</p> <p>A / I</p> <p>A</p> <p>A / I</p> <p>A / I</p> <p>A / I</p>
Skills & Attitudes <ul style="list-style-type: none"> Ability to maintain strict confidentiality and appropriate boundaries in all matters related to their work Flexible attitude towards working hours to meet clients' needs and as demanded by requirements of the job Committed to adhering to policies and procedures and the BACP ethical framework Able and willing to work across CANS Counselling projects as required Able to work well under pressure and meet all deadline 	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>		<p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p> <p>A / I</p>
*** Please note successful applicant will go through an Access NI check for regulated activity.			

A = Application Form

I = Interview

P = Presentation

T = Test R = References