

Job Description



Job title:	Mental Health Practitioner (Counselling & Therapy)
Grade:	Pay scale NJC Pts. 18 – 28 (£24,982- £32,234) per annum (pro rata)
Contract end date:	Fixed term ending 31 st July 2022, subject to funding with the possibility of extension
Annual Leave:	27 days per annum (pro rata)
Responsible to:	Service Manager (Counselling & Therapy)
Location:	Office base in central Manchester and community based work in localities across Greater Manchester.
Hours of work:	Various hours available.
Job Summary:	<p>You will work as part of a wider Counselling & Therapy Team providing a range of quality therapeutic services to young people aged 11-25 years who are under stress or experiencing mental health difficulties. The core element of the post is the direct delivery of counselling/therapy to young people, with the possibility of delivering therapeutic group work.</p> <p>Our headquarters are in central Manchester but you will need to be happy to travel to deliver support in community based locations, schools and colleges across Greater Manchester. The role may involve both face to face and online therapeutic support. This will be dependent on the access needs of young people and the needs of the service.</p> <p>We welcome counsellors and therapists from a range of disciplines. We grow talent from within our team and there may be potential opportunities to extend your learning by access to IAPT High Intensity Therapy and/or Counselling for Depression training in the future.</p>
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KEY TASKS:

1.0 SPECIFIC TO THE POST HOLDER

- 1.1 To deliver initial meetings so as to make appropriate initial assessments of the mental health needs of young people aged 11 to 25 years. This will be a holistic needs focused assessment including an assessment of risk.
- 1.2 As part of assessment and ongoing work, to identify and assess risks collaboratively with young people and manage risk issues through full risk assessment, the development of crisis action plans and appropriate liaison with relevant services e.g. statutory crisis teams, GPs.
- 1.3 To ensure that all assessment work with young people aged 11-25 years proactively engages with issues of equality, inclusion and the social model of mental health.

- 1.4 To refer young people (11 to 25 years) after initial assessment to the appropriate 42nd Street service or to an alternative external agency.
- 1.5 To establish relationships with and provide individual counselling/therapy support with built-in reviews to young people experiencing a wide range of mental health issues. This work includes individual support, preventative work and work with young people who may have had considerable contact with mental health services.
- 1.6 To offer a range of short, medium and long term counselling/therapy work to young people in line with assessed need and outcomes of regular reviews of support.
- 1.7 To be involved with group work that responds to the needs of young people who are isolated and under stress. This will include delivering therapeutic groups and participation in ongoing drop-ins and other groups with other members of 42nd Street staff.
- 1.8 To work with other counsellors/therapists to continue to develop an accessible and appropriate counselling service at 42nd Street.
- 1.9 To ensure that the services provided are accessible and responsive to the needs of Black, LGBTQ+ and other minoritised young people.
- 1.10 To liaise and network if requested to do so, with identified groups, agencies and individuals who may be in contact with young people. For example, schools, CAMHS / AMHS, children's services, GPs, youth and community services, and parents.
- 1.11 To play a role in the development and sharing of good practice in responding to the mental health needs of young people in 42nd Street and externally.
- 1.12 To play an active part in the evaluation of your work and to respond to the changing needs of young people by developing new areas of work.
- 1.13 To work at our Manchester office base and at community venues across Greater Manchester, dependent on the access needs of young people and the needs of the service. This may involve some lone work with support of the duty management system.

2.0 SHARED WITH ALL WORKERS:

- 2.1 Ensure that the values and principles underlying the organisation's mental health and emotional well-being support with young people are maintained and developed. These include an active commitment to anti-discriminatory practice and to ensuring that services are accessible to those young people who are often excluded from such services, for example, black young people, disabled young people, gay, lesbian, bisexual and trans young people.
- 2.2 Be aware of and ensure compliance with legal requirements and internal policies with particular reference to information governance, data protection, confidentiality, health and safety, and safeguarding children and vulnerable adults.
- 2.3 Ensure the maintenance of standards of practice according to 42nd Street and any regulating, professional and accrediting bodies (e.g. BPS, HSCIC, UKCP, BABCP).
- 2.4 Contribute to the development of 42nd Street through active involvement in team meetings, consultations and other relevant systems and structures.

- 2.5 Maintain all relevant information systems including monitoring and evaluation, recording and personnel systems.
- 2.6 Be involved in staffing 42nd Street's Duty/Co-Worker system, where this is relevant to the role.
- 2.7 Participate in managerial and external supervision and have an active involvement in professional development opportunities at 42nd Street.
- 2.8 Maintain safe systems of work at all times and take care of your own safety, and that of colleagues and others who may be affected by your activities.
- 2.9 Undertake any other duties that may be required which are commensurate with your role.
- 2.10 Undertake any requests made by the Leadership Team at 42nd Street that is relevant to this post.
- 2.11 Provide some of your work at times other than office hours so that the service is accessible, depending on the operating times of partners and the needs of young people, this could mean evening and weekend work.

The main responsibilities are not an exhaustive list of duties, only a general guide to the post. In consultation with the post-holder, the duties may change from time to time to reflect the changing needs of the service.

PERSON SPECIFICATION: Mental Health Practitioner (Counselling and Therapy)

Note to applicants: The ideal post holder should meet all the essential requirements detailed below. Consideration will be given to desirable requirements if there are more than 6 candidates who meet all the essential requirements. With reference to the requirements under **item 4** where it is referenced 'application' it is sufficient to **indicate agreement** to commit to the identified professional areas.

SELECTION CRITERIA	METHOD OF ASSESSMENT	ESSENTIAL	DESIRABLE
1. Training, Qualifications & Experience			
The successful candidate will have:			
a. A relevant professional qualification in counselling or psychotherapy at Graduate Level or the equivalent.	✓ Application	x	
b. A minimum of 2 years' experience in providing effective and empowering individual counselling / therapy to young people (11 - 25 year olds) experiencing difficulties with their emotional wellbeing and mental health.	✓ Application ✓ Interview	x	
c. Experience of providing effective short term (such as Brief Solution Focused Therapy) and long term psychotherapy/counselling.	✓ Application ✓ Interview	x	
d. Relevant training in Cognitive Behavioural Therapy and experience of providing it to young people with a range of mental health difficulties.	✓ Application ✓ Interview		x
e. Experience of assessing the mental health needs of young people from diverse backgrounds.	✓ Application ✓ Interview	x	
f. Experience of working with young people with mental health issues in a group setting, and an ability to deal with difficult and challenging group dynamics.	✓ Application ✓ Interview		x
g. Experience of assessing and working therapeutically with young people who self-harm and experience suicidal feelings.	✓ Application	x	
h. Experience of delivering individual therapeutic support to young people in the context of an online service.	✓ Application ✓ Interview		x
i. Experience of working with young people with	✓ Application		x

special educational needs (SEN).	✓ Interview		
2. Knowledge			
The successful candidate will be able to demonstrate knowledge and understanding of:			
a. The mental health needs of young people including an awareness of issues of diversity, the social context of their lives and of the different ways they may express stress.	✓ Application ✓ Interview	x	
b. Proficient ICT skills including use of Office applications.	✓ Application	x	
3. Skills & Abilities			
The successful candidate will be able to:			
a. Engaging young people individually in psychotherapy/counselling using creative and imaginative methods, models and processes.	✓ Application ✓ Interview	x	
b. Liaise and network with a range of agencies including statutory and voluntary sector organisations.	✓ Application ✓ Interview	x	
c. Work in a way that engages and demonstrates consistent commitment to issues of equality and diversity.	✓ Application ✓ Interview	x	
d. Develop and deliver external training for a variety of audiences.	✓ Application		x
e. Effective and positive communicator, both in person and in writing.	✓ Application ✓ Interview	x	
f. Plan, organise and prioritise own workload and manage time effectively.	✓ Application ✓ Interview.	x	
4. Professional Commitment			
The successful candidate should be able to demonstrate commitment to:			
a. Ensuring that issue of equality and a respect for diversity is reflected in all aspects of work.	✓ Application ✓ Interview	x	
b. Work at locations across Greater Manchester and work up to 2 evenings per week and occasional weekends.	✓ Application	x	
c. Continued professional development through undertaking training and participating in other learning opportunities.	✓ Application	x	
d. Recognition of the need to be accountable for work through supervision, performance management and other relevant processes.	✓ Application ✓ Interview	x	
e. Work as part of a team, contributing to 42 nd Street's effectiveness, quality of services, skills	✓ Application	x	

and expertise.	✓ Interview		
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