

**Job Description**

**IAPT counsellor**

|  |  |
| --- | --- |
| Responsible to | Manager/Senior Manager/Team Leader |
| Salary | £35,392 NHS Band 6 Entry |
| Hours per week  | 37.5 |
| Annual Leave per annum | 25 (rising to 30 days after 5 years) |
| Main base  | HMR Talking Therapies |
| Contract | 1 year – fixed term contract  |
| Level of DBS check | Enhanced  |

|  |
| --- |
| Main aims of the post |
| To manage a case load of clients.To deliver a range of evidence based one-to-one or group interventions.To support events within the community. To promote the service, and where necessary to generate referrals.  |

|  |
| --- |
| Main duties of the post |
| 1. To use a range of evidence-based tools and techniques for assessments, goals, and motivating clients
 |
| 1. To manage a varied caseload of clients
 |
| 1. To work with groups of clients to help them achieve their goals
 |
| 1. To collate and analyse performance data as necessary
 |
| 1. To develop effective relationships with a range of external organisations and agencies
 |
| 1. To promote the service to communities and agencies as appropriate
 |
| 1. To keep accurate and up to date records of client’s records
 |
| 1. To ensure quality standards are adhered to and met and that audits are passed
 |
| 1. To ensure all statutory responsibilities are followed and reported as required
 |

|  |
| --- |
| General work-related expectations |
| 1. To work within the Big Life group’s values ethos and vision
 |
| 1. To contribute to the development of the Big Life group
 |
| 1. To work in accordance with all policies and procedures of the Big Life group, particularly (but not exclusively) Health and Safety; Information Governance and Safeguarding
 |
| 1. To commit to own personal development and attend training or development activities as required
 |
| 1. To work in accordance with all relevant legislation
 |
| 1. To undergo regular supervision and at least an annual appraisal
 |
| 1. To undertake any other duties as required, and as appropriate to the post
 |

**Minimum Training required for this post.**

|  |  |  |  |
| --- | --- | --- | --- |
| Course title | Needed for this post | Frequency | Other notes |
| Group induction | ✓ | Once |  |
| Mission and Values | ✓ | Once |  |
| Confident Managers |  |  |  |
| Safeguarding training Adults and Children | ✓ | Every 3 years |  |
| Safeguarding for Managers |  |  |  |
| Designated Safeguarding Lead Training |  |  |  |
| Health and Safety (external IOSH) | ⬩ | Every 3 years | Potentially dependant on team size |
| Motivational Interviewing | ✓ | Once |  |
| Health and Safety internal/briefing | ✓ | Annual  |  |
| Information Governance | ✓ | Once | Annual refresh |
| Equality and Diversity  | ✓ | Every 3 years | Updates as legislation changes |

Attendance at other training courses will need to be discussed with your line manager.

Suggested courses:

* Lone working
* Managing professional boundaries
* Managing challenging behaviour
* Managing conflict



**Person Specification**

**Case Worker/Key Worker/Wellbeing Coach**

The successful candidate must be able to demonstrate that they meet all of the following points below.

Key – Method of Assessment; A = Application form; I = Interview; T= Test; P= Presentation

|  |  |  |
| --- | --- | --- |
| Area | Method of assessment | Essential (E)/Desirable (D) |
| **1.Experience** |  |  |
| 1. Experience of working with people facing a range of barriers and social issues
 | A/I/P | E |
| 1. Experience of managing a caseload of clients and keeping up to date records using a database
 | A/I | E |
| 1. Experience of working with individuals (1-2-1) and groups of people in different settings to help them achieve their goals
 | A/I | E |
| 1. Experience of working with a range of agencies and organisations to develop effective working relationships
 | A/I | E |
| 1. Experience of carrying out client-centred assessments in one or more of the following fields: mental health, family support, physical health, smoking cessation, diet and exercise, employment, social inclusion, or debt management
 | A/I | E |
| 1. Experience of delivering counselling to a range of clients with common mental and/or physical health problems, preferably within an IAPT programme
 | A/I | E |
| 1. Experience of working as a Counsellor in an IAPT setting.
 | A/I | D |
| 1. Experience of working with clients on a short-term basis. Working from a model of 6 to 8 sessions
 | A/I | D |
| 1. Experience of working with a wide variety of client groups and clinical presentations, such as older adults, carers, people bereaved, survivors of abuse, younger adults.
 | A/I | D |
| 1. Have Experience of assessing and responding appropriately to risk.
 | A/I | E |
| **2.Skills** |  |  |
| 1. Ability to use a database
 | A/I/T | E |
| 1. Ability to assist clients to help them define and achieve their goals and aspirations
 | A/I | E |
| 1. Ability to manage a varied and complex workload effectively
 | A/I | E |
| 1. Ability to work well across a range of different subject areas such as housing, mental health, education, and debt management for example
 | A/I | E |
| 1. Ability to work with staff from a range of agencies and organisations to better integrate services for clients
 | A/I | E |
| 1. To be able to communicate professionally and effectively with a range of health professionals.
 | A/I | E |
| **3.Knowledge**  |  |  |
| 1. Knowledge of the barriers and issues facing our client group
 | A/I | E |
| 1. Knowledge of the local area your service is based in (community groups, services available as well as local demographics)
 | A/I | D |
| 1. Knowledge of the typical set up and running of IAPT services.
 | A/I | D |
| 1. Knowledge around KPIs and pressures faced working within an IAPT environment.
 | A/I | D |
| **4. Education – qualifications required for this post** |  |  |
| 1. Counselling Qualification
 | A/I | E |
| 1. Counselling for Depression Qualification
 | A/I | D |
| 1. Couples Counselling qualification
 | A/I | D |
| **5. Personal** |  |  |
| 1. Positive and outlook and a ‘can do’ attitude
 | A/I | E |
| 1. Personal resilience and flexible attitude in the face of difficulties
 | A/I | E |
| 1. Commitment to working towards the Big Life group’s ethos and values, including having a non-judgemental approach
 | A/I | E |
| 1. Commitment to personal development and willingness to regularly update skills and experience
 | A/I | E |
| 1. Being open to constructive feedback and making best use of line management and clinical supervision.
 | A/I | E |
| 1. To be able to work well under your own direction and also to effectively engage in a team environment.
 | A/I | E |