**JOB DESCRIPTION**

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| **EMPLOYER:**  | RISE |
| **ADDRESS:**  | Community Base, 113 Queens Road, Brighton, BN1 3XG |
| **JOB TITLE:**  | Senior Practitioner |
| **RESPONSIBLE TO:**  | Therapy Service Manager |
| **SALARY:** | £38,450 pro rata |
| **WORKING HOURS:**  | 26 hrs per week |
| **SPECIAL CONDITIONS:**  | Some evening, weekend and community-based working may be required |
| **BASED AT:**  | RISE premises in Brighton and some home working  |
| **DATE REVISED:** | March 2025 |

**JOB SUMMARY**

The Senior Practitioner will offer therapeutic work to clients within the Therapy Service at RISE. They will be experienced and competent in delivering evidence-based trauma therapies and have significant (2 years +) post-qualification therapeutic experience in working with trauma and, preferably, domestic abuse. They will take the lead in the team on clinical decisions regarding adult clients including undertaking assessments, and advising on allocations, and will hold some line management responsibilities for junior staff and for volunteers.

They will also:

* Be experienced in offering psychoeducation to traumatised clients and will have appropriate standards of knowledge of bio-psychosocial and neurologically based frameworks for understanding trauma.
* Be competent in assessing chronically traumatised clients
* Be familiar with definitions and criteria for trauma and trauma presentations.
* Be competent in risk assessment and managing escalating risk, safeguarding children and adult safeguarding procedures.
* Have the skills to guide and manage junior staff

The Senior Practitioner is expected to deliver quality evidence-based brief psychological interventions and adhere to clear ethical frameworks, keep clinical notes and attend clinical supervision and regular service meetings. They will have a responsibility to contribute in development of the service under the supervision of the clinical management team.

They will liaise with statutory and non-statutory agencies and attend case conferences and provide reports as necessary, including regular case management and other meetings with colleagues within the local Trauma Pathway. They will also act as consultant in trauma to staff and will offer supervision support to staff who are working with trauma.

In addition, the therapist will be expected to engage in data monitoring and evaluation procedures and will need to demonstrate a high standard of commitment to the non-clinical aspects of the role, such as developing systems for recording or producing reports. Some general admin will be expected and contributions to clinical reports or research may form part of the clinical and administrative duties.

Clinical supervision arrangements will be made by RISE. A degree of negotiable flexibility is expected due to the nature of the service provision and some local travel and weekly evening shifts may be expected. Some weekend work may also be expected and multi-disciplinary, multi-agency and community-based working forms part of the clinical service delivery model.

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| **1.** | **THERAPEUTIC AND ASSOCIATED DUTIES** |
| 1.1 | Help run and develop RISE’s therapy service for survivors who have experienced domestic violence, providing assessment, planning and delivering interventions, psychoeducation and evidence-based therapeutic interventions for chronic trauma, PTSD and/or CPTSD; work with traumatised and high risk (domestic violence and other measures) clients on a frequent basis |
| 1.2 | Manage, guide and support junior and volunteer therapists to work with the client group |
| 1.3 | Work collaboratively within RISE, and refer to other agencies where relevant, liaise with other agencies where required, attend case conferences and write clinical and data reports; |
| 1.4 | Plan, arrange and organise interviews, assessments and sessions using evidence-based frameworks and trauma-focused clinical screening tools; |
| 1.5 | Manage and maintain systems of data monitoring, clinical notetaking and carry out evaluations; keep accurate client records as required, always ensuring that these are securely stored in accordance with RISE policies and procedures; write reports and contribute to internal and external research; |
| 1.6 | Manage and maintain a high-risk client waiting list and work to an appropriate timeframe for maintaining survivors access in a demanding and potentially stressful clinical service; |
| 1.7 | Assist in ensuring that all therapeutic and counselling services provided are of a high standard as part of RISE’s Management Team, in accordance with RISE’s policies and procedures and participate in the development of appropriate services in line with agreed development plans; |
| 1.8 | Assist in overseeing the effectiveness of the physical security of the premises and the adherence by clients to any security regulations, in liaison with the rest of the therapy team and the Management Team as appropriate |

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| 1.9 | Work alongside other Senior Practitioners, Service Managers and Senior Managers as part of the RISE Management Team, sharing responsibilities as discussed and delegated in operational management meetings, supervisions etc, to ensure the effective management of all RISE services; |
| 1.10 | Ensure that safeguarding vulnerable adult procedures are carried out effectively and documented accurately, and that all therapists are actively alert to potential child safeguarding issues that may arise and are supported to respond appropriately; and as part of the core safeguarding team, contribute to supporting, guiding and training staff regarding safeguarding across the organisation  |
| 1.11 | Engage in professional development, regular internal training and appropriate external CPD. Take part in performance management initiatives and attend regular line management, clinical supervision and appraisal sessions; ensure a high-level knowledge of working therapeutically in the domestic violence field is maintained; |
| 1.12 | Provide information to other agencies in accordance with RISE’s Confidentiality and Safeguarding Children Policies; |
| 1.13 | Demonstrate a good level of knowledge of trauma and demonstrate a confidence in using this knowledge to psycho-educate trauma clients including those with additional barriers such as learning disabilities and those with English as a second language.  |
| 1.14 | Act as a consultant, supervisor and support worker for other therapists and non-clinical staff as and when necessary; some supporting of staff or volunteer training sessions in working with trauma will be required; |
| 1.15 | Work with adult women and LGBT clients according to need, 1:1 and in groups work and support the work of colleagues with children |
| 1.16 | Work within a clear ethical framework, adhering to the code of conduct and ethics of the registering body and maintain optimal levels of self-care and self-awareness in a trauma-focussed and trauma-informed practitioner framework;  |
| 2. | **COMMUNITY** |
| 2.1 | Represent RISE therapy services to external agencies in the community and uphold RISE’s professional reputation with outside agencies; attend meetings, conferences, external training and fundraising initiatives where required; |
| 2.2 | Assist in implementation of new service developments as required in line with duly agreed development plans; |
| 2.3 | Network and liaise effectively with appropriate agencies, attending inter-agency forums and participate in joint work as required; |
| 3. | **CHILDREN AND YOUNG PEOPLE** |
| 3.1 | Ensure that children’s rights and their safety are protected in accordance with RISE policies and procedure in the clinical context; |
| 3.2 | Work to ensure a safe and supportive environment for children and young people who use the service; |
| 3.3 | Hold knowledge of psychological and developmental issues affecting children in families who have suffered trauma due to domestic violence and commit to an appropriate level of professional development in this area |
| **4.** | **ADMINISTRATION, FINANCE AND PERSONNEL** |  |
| 4.1 | Attend to general office duties in accordance with the role; |  |
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| 4.2 | Prepare any reports which may be necessary; contribute to data monitoring and research; |  |
| 4.3 | Show an ability to work within a busy, stressful and demanding clinical office environment; |  |
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| **5.** | **GENERAL DUTIES** |  |
| 5.1 | At all times protect the safety and security of RISE and the confidentiality of records and other information; |  |
| 5.2 | Uphold the rights of all survivors who have experienced domestic violence, in accordance with RISE policies and procedures; |  |
| 5.3 | Ensure the effective implementation of RISE’s policies and procedures; |  |
| 5.4 | Adhere to the terms of relevant legislation and keep abreast of any changes or proposed changes in relevant legislation, policy and practice; |  |
| 5.5 | Undertake such other duties, appropriate to the grade and character of the work, as may be reasonably required; |  |
| **6** | **RISE VALUES** |  |
| 6.1 | Walking Together: RISE believes in walking alongside women, children and LGBT survivors of domestic and sexual abuse throughout their entire life-journey. Through accessible, holistic, hopeful and survivor-centred support we help survivors to reclaim their freedom and safety. Working in collaboration and partnership is key to navigating this journey together |  |
| 6.2 | Giving Voice: RISE amplifies the voices of survivors and advocates on their behalf, so their voice is heard. Our feminist values drive us to raise awareness, campaign, and challenge injustices working towards meaningful change in society. |  |
| 6.3 | Building on Strengths: RISE recognises and builds upon the strengths and gifts of women, children and LGBT survivors, using a trauma-informed, person-focused approach to support their unique needs. Our expert staff provide specialised services with openness and honesty, fostering safety, peace and freedom for the long-term. |  |
| 6.4 | Creating Community: RISE builds a long-lasting community of care and resistance, making survivors and staff feel supported, valued and committed to our work. Our approach is deeply rooted in community development and creativity as well as providing realistic solutions to improve the lives of survivors. We celebrate diversity and respect differing beliefs and life-experience across our communities. We foster fair, safe, and non-judgmental spaces and help individuals to become resourceful agents of change within their communities |  |
| 6.5 |  Being Ambitious and Pragmatic: Whilst we remain idealistic and aim high in our goals, RISE is pragmatic, grounding our efforts in reality. We endeavour to create sustainable and effective initiatives. We use the best evidence and data to demonstrate the quality of our services, and encourage buy-in from funders, our community and stakeholders, allowing us to continue making a lasting impact in the lives of women, children and LGBT survivors |  |

This job description sets out the duties of the post at the time when it was drawn up and will be reviewed from time to time. Duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

**PERSON SPECIFICATION**

**Senior Practitioner**

# The Senior Practitioner will possess E = Essential D = Desirable

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|  | TRAINING AND KNOWLEDGE: |  |
| 1 | A recognised therapy qualification and at least 2 years post-qualification experience in working with trauma | **E** |
| 2 | BACP accreditation UKCP or HCPC registration or equivalent or actively working towards | **E** |
| 3 | A recognised qualification in CBT, EMDR or Somatic trauma modalities (preferably more than one modality) | **D** |
| 4 | Good practice knowledge of issues relating to psychological effects of trauma; biopsychosocial models of trauma, trauma-informed approaches to clinical working, relevant legislation and ethical practice frameworks and experience in delivering trauma interventions and psychoeducation | **E** |
| 5 | Practice related knowledge of domestic violence,  | **D** |
| 6 | Competent in using CORE and other clinical assessment and screening tools associated with trauma presentations in clinical work | **D** |
|  | **EXPERIENCE:** |  |
| 7 | Experience of providing time-limited psychological interventions and therapy to vulnerable and/or traumatised clients | **E** |
| 8 | Experience of providing therapeutic interventions to survivors of domestic abuse | **D** |
| 9 | Experience of using TF-CBT, EMDR or related models | **D** |
| 10 | Experience of some or all of: community-based work; an understanding of local services, referral pathways and agencies, providing support to adults, children and adolescents who have witnessed/experienced domestic violence and/or related abuse | **E** |
| 11 | Practice experience of one or more of: delivering and teaching in psychoeducation for clients, and/or supervising clinical or non-clinical staff | **D** |
|  | **SKILLS:** |  |
| 12 | Competency and confidence in trauma assessment, use of clinical screening tools, and management of client needs and risk in a trauma-informed service model and the ability to plan and maintain effective therapeutic interventions and assessment strategies, both to deliver directly oneself and to allocate and plan the work of others | **E** |
| 13 | Good case recording skills and the ability to record monitoring, evaluation and other information accurately and concisely;  | **E** |
| 14 | Ability to build empowering, co-operative and positive relationships with cross-sector professional partners externally, and internally with colleagues and clients within the appropriate boundaries | **E** |
| 15 | Ability to work effectively under pressure within a stressful environment and to deal with difficult or unpredictable situations, select priorities for own work and plan or organise own appointment list and diary | **E** |
| 16 | Experience of training therapy professionals or the skills and drive to do so as part of CPD | **D** |
| 17 | Clear and effective strategies for self-care and maintaining personal health in line with that expected for those working in the domestic violence sector | **D** |
| 18 | Flexibility including the willingness to work evenings, and the ability to time manage effectively | **E** |

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|  | **CORE COMPETENCIES:** |  |
| **19** | **Communicate effectively;** communicates clearly, concisely and in a timely manner avoids using jargon and adapts style to needs of audience. Communicates in a manner that is consistent with RISE policies and procedures, showing respect for culture and beliefs.Gives people the opportunity to check their understanding and ask questions. | **E** |
| **20** | **Effective delivery:** makes plans, prioritises and manages own time to make improvements and achieve personal, team and organisational objectives within agreed timescales. Taking an organised, proactive and engaged approach. | **E** |
| **21** | **Living RISE values;** is positive and self-aware, possessing RISE ethos and philosophy demonstrated through their behaviour that reflects RISE values. | **E** |
| **22** | **External orientation;** seeks information about the external environment on issues relevant to RISE. Keeps up to date on developments relevant to their role or team. Builds own awareness of the bigger picture.Generates new ideas and innovative solutions and creates tactical fixes to problems at hand. | **E** |
| **23** | **Safeguarding vulnerable adults and children:** uses risk assessments to plan and carry out work, familiarises self of health and safety, safeguarding and security procedures, operating within the limits of their own role. Follows safeguarding policies and procedures when undertaking work with vulnerable adults, younger people and children. Takes appropriate and immediate action to deal with health and environmental emergencies. Promotes the wellbeing and safety of colleagues and service users. | **E** |

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| **RISE Management Core Competencies** |
| 24 | **Leadership;** Thinks beyond the boundaries of their role, is creative and motivates others to do so. Consultative but directive when appropriate. Networks, negotiates and positively influences others thinking and actions.  | **E** |
| 25 | **People management;** Manages the relationship with line staff in a way that recognises value, allows staff to develop their potential whilst achieving objectives. Delegates effectively and appropriately, and workloads are manageable over the longer term. Uses the performance management system to monitor and evaluate staff performance. | **E** |
| 26 | **Conflict management;** Sees conflict as an opportunity for growth and learning. Is able to apply a fair, consistent, and solution focused approach to conflict management. Anticipates and responds rapidly and appropriately to issues as they arise. | **E** |
| 27 | **Project management;** ensures the safe operation and delivery of the project according to plan, needs of service users and funders requirements. Monitors and evaluates services to ensure quality assurance standards are understood and maintained including performance indicators and outcomes. Prepares and delivers monitoring and evaluation reports for funders and for promotional purpose. Is able to construct bids and tenders for new services. | **E** |
| 28 | **Financial and commercial awareness;** has a good understanding of financial systems, is able to participate in budget setting and manage budgets as required. | **E** |
| 29 | **Fundraising;** demonstrates a good understanding of how services are funded and raises funds for and participates in organisation fundraising initiatives. Encourages and motivates staff/team members in their active participation and support for RISE fundraising activities. | **E** |