



SPECTRA CIC
JOB DESCRIPTION – Counsellor/Psychotherapist (Trans service)

Post details

Job Title: Counsellor/Psychotherapist (working with trans communities).

Salary: £31,166 FTE, plus pension contribution: Part-time post, pro rata at 2 days per week

Line Manager: Trans Programme Manager and Clinical Lead (Mental Health).

Main purpose of the job

To provide individual counselling to improve the health and wellbeing of trans, non-binary and gender-queer people;

- Identify and engage with trans, non-binary and gender-queer clients;
- Support individuals to work through presenting issues and empower them to express themselves fully, developing confidence and resilience
- Developing local, London-wide and national networks and partnerships to support the trans counselling provision of Spectra.
- Maintain counselling practice and case notes in accordance with Spectra's policies
- Monitor and report on the delivery of the trans counselling service
- Identify changing and emerging need.

Main responsibilities and tasks

Identify and engage with trans people seeking therapeutic support;

Provide 1-to-1 counselling support to trans, non-binary and gender-queer service users.

Provide occasional group therapy where there is identified need.

Provide online counselling as appropriate.

Co-ordinate and report on therapy sessions, ensuring consistent and high-quality therapy services delivered within the policies and procedures of Spectra.

Identify ways of supporting trans clients to develop effective, evidence-based services.

Maintain efficient records and protection of client data.

Report on programme effectiveness.

Refer and signpost individuals whose needs cannot be met by Spectra.

Develop networks and partnerships to support the service

Engage and develop robust referral pathways with key professionals eg GIC, GIDS, mental health teams and other statutory services.

Raise the profile of Spectra's trans counselling service with a range of key agencies and networks.
Develop partnerships to support trans people holistically.
Contribute to the development of grant applications led by Spectra's fundraiser

Signposting and working with teams

Supporting the coordination of the 'Trans Empowerment and Support Programme' counselling team's output, ensuring data is collected, collated, and reported on time.

Work with other counselling colleagues and the Clinical Lead to ensure a high-quality and consistent service is delivered across all Spectra counselling and well-being services.

Share learning and insight with the broader Spectra teams as appropriate.

Identify emerging issues for clients and ways to improve services and ensure this learning is shared across the team.

Job Knowledge and Skills

Relevant recognised qualification(s) (minimum L4 Diploma level) in the field of psychotherapy, counselling and/ or psychology. In addition, you must be a current accredited or registered member of a professional body (i.e. BACP, UKCP or BPS).

Experience of delivering psychological therapies online

Identifies as Trans/Non-Binary and/or gender-queer (Spectra utilise a **peer** delivery model)

Understand the mental health support needs of trans, non-binary and gender-queer people, with a detailed understanding of broad support needs

Engage with clients in a supportive, affirmative and non-judgemental way

Understand how trans people can access other key services.

Know your own limits of skills, competences and responsibilities and work within them.

Identify, assess and manage risks, including close liaison with Spectra's Safeguarding and Clinical Leads.

Manage your time, organisational resources and prioritise workload in liaison with manager.

Participate and contribute to ongoing appraisal and learning.

Responsibility for resources

Ensure adequate supplies and written/online resources are available for trans clients seeking or accessing therapy and support.

Other

1. A commitment to the aims and objectives of Spectra.
2. To maintain personal and professional development in order to keep up to date with current theory and practice in the sexual health, mental health, gender identity and psychotherapy fields.
3. To be available for work outside normal office hours.
4. To contribute to Spectra projects and initiatives as identified by line manager.

Spectra standards

Equal Opportunities

Spectra has a strong commitment to achieving equality of opportunity and expects all employees to implement and promote its policy in their own work.

Health and Safety

Spectra is committed to a healthy and safe working environment and expects all its employees to implement and promote its policy in all aspects of their work.

Confidentiality and Data Protection

Spectra is committed to maintaining protection of data and privacy of staff and clients. It expects all staff to handle individuals' personal information in a sensitive and professional manner. All staff are under an obligation not to gain accesses to information they are not authorised to have.

Systems

To use Spectra computers and other technology as directed to ensure their full and proper use and to undertake any necessary training.

Signature –job holder

Signed:.....

Dated:.....

The duties of this post will change over time and will be reviewed and amended as necessary.

EMPLOYEE SPECIFICATION

Job Title: Counsellor/Psychotherapist (working with trans communities), Spectra CIC

No	Criteria/Competences
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Skills/Abilities/Knowledge

- 1 Experience and qualifications as outlined above to provide high quality one-to-one counselling to trans clients, including online.
- 2 Understanding of the complex issues faced by trans people and their diverse communities.
- 3 Knowledge of counselling and behaviour change theories and mental health promotion.
- 4 Knowledge of legal and medical issues for trans people, including transitioning.
- 5 Excellent self-management skills
- 6 Experience of building referral pathways, networks and professional partnerships
- 7 Knowledge of data/records systems. Ability to process and analyse data and write reports, including case studies.
- 8 Ability to problem solve, work independently and manage time efficiently.

Experience

- 1 Experience of the complex issues facing trans, non-binary and questioning people
- 2 Experience of delivering counselling 121 since qualification, preferably with some online delivery
- 3 Experience of delivering group therapy (desirable)
- 4 Experience of working in teams
- 5 Experience of working with trans people as service users.

Other Factors (e.g. Genuine Occupational Qualifications)

- 1 Identify as trans, non-binary or gender-queer, bringing peer lived-experience to the service
- 2 Work in languages other than English common to the diverse communities in London (desirable)