

# EXCITING OPPORTUNITY: COMPLEX NEEDS ADVISOR



AN EXCITING  
OPPORTUNITY HAS  
ARISEN TO JOIN OUR  
INNOVATIVE AND  
ENERGETIC TEAM AS  
A COMPLEX NEEDS  
ADVISOR. THIS IS A  
FULL TIME,  
EMPLOYED POSITION.

## LOCATION

THE SUCCESSFUL APPLICANT WILL BE BASED IN OUR CUCKFIELD CLINIC, WITH TIME ALSO DEDICATED TO OUR CHICHESTER CLINIC (FOR AT LEAST ONE DAY PER WEEK), WEST SUSSEX.

# ABOUT THE SERVICE



Beacon House is a dynamic and thriving multidisciplinary service specialising in therapeutic services for children, young people, families and adults in West Sussex and surrounding areas. As a team, we combine psychotherapy, psychology and occupational therapy to provide a range of creative, innovative and carefully formulated assessment and intervention packages, with a special focus on repairing the effects of early trauma.



We receive referrals from self-funding adult clients and families who present with difficulties such as anxiety, low mood, school avoidance, OCD, complex PTSD, self-harm and family conflict.



We also receive referrals from local authorities for specialist assessment and therapeutic work with:

- Parents and children who are in the child protection system or where there is a risk of family breakdown;
- Adolescents working with the Youth Justice Service;
- Children who are adopted or cared for by a special guardian (currently 250 across both clinics)



As a service, working with complex trauma across the lifespan is a specialism, and we are passionate about developing effective therapeutic approaches to promote healing the wounds of early trauma.

Beacon House is registered with Ofsted, who regulate and inspect therapeutic services for individuals who are adopted.

## OUR THERAPEUTIC FRAMEWORK

Beacon House offers a wide variety of therapeutic approaches, and our team includes a diverse range of professional backgrounds and disciplines. We embrace clinical creativity, in the context of evidence based and effective ways of working. An important principle underpinning our service is that we are formulation-driven, rather than diagnosis-driven. We have an over-arching framework of being trauma and attachment informed and we warmly welcome applicants who embrace formulation-driven, trauma-informed approaches.

## THE ROLE

The role will involve:

- Working closely and effectively alongside **our existing leadership team.**
- **Assisting our Clinical Leads** in some of their key roles.
- **Triaging** complex referrals.
- **Providing the work-up to complex and high-risk referrals**, including identifying potential funding streams, liaising with statutory mental health services, providing service information and estimates to commissioning bodies.
- **Communicating with vulnerable clients** before their therapy begins.
- **Liaising with our multi-agency partners** (Social Care, Education, Health, Police)
- Being a member of our **referrals and allocation** team meeting.
- Acting as a **Designated Safeguarding Lead Level 1**, as part of our wider safeguarding infrastructure, and **being the DSL on duty across the week** as first port of call for therapists regarding safeguarding concerns and mental health risk.
- **Coordinating the case management for complex, high risk families** alongside our associate therapists.
- Being up to date, and ensuring compliance, with our **Ofsted responsibilities.**

## THE SUCCESSFUL APPLICANT WILL:

- Have a **core qualification** in social work, nursing, education or another therapeutic modality.
- Be **registered with their relevant professional body**.
- Have a minimum of **3 years post-qualification experience**.
- Have a minimum of **3 years' experience of working with child and family mental health**.
- Have an excellent awareness of **safeguarding and risk systems around children and families**, including child protection processes.
- Have a **passion and commitment to working in a formulation-driven** (non-diagnostic) way.
- Have **experience** working with children and families who have **complex trauma as part of their experience**.
- Have **experience** working with children and adolescents whose **presentation is considered high risk and complex**.
- Have **experience** in (or an interest to develop skills in) **working with vulnerable/at risk adults**.
- Have **excellent written and verbal communication skills**, particularly in making complex information **truly accessible to clients of all ages and abilities**.

## THE SUCCESSFUL APPLICANT WILL NEED THE FOLLOWING VALUES AND QUALITIES:

- A **commitment and passion** for working as part of a **multi-disciplinary team where all disciplines are valued and respected**.
- **Courage, spirit, tenacity, flexibility and energy**.
- An aspiration and drive to always offer a **high quality and respectful service** to our clients.
- The **personal resilience** to work well within a **fast paced, unpredictable and high demand role** outside the public sector
- A commitment to **safeguarding individuals of all ages**.
- A commitment to **inclusion, equality and the embracing of diversity**.



## BENEFITS

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- Salary Range - £37,800 to £45,000
- 25 days holiday (plus 8 days bank holiday days)
- The opportunity to be part of a nurturing, innovative, motivated and energetic team.
- Comprehensive clinical and operational oversight and support from our experienced leadership team
- Administrative support
- A comfortable, well equipped office environment
- The flexibility of a working from home 1 day per week
- Two whole-team CPD days per year provided by the organisation
- An annual individual CPD budget and 3 days CPD leave per year
- Free access to all online Beacon House training
- The guidance and safety which comes from robust governance policies and procedures

## SAFEGUARDING STATEMENT

Safeguarding Statement Beacon House is highly committed to the safeguarding of all children and adults at risk who come into contact with our service. Following safer recruitment procedures is the first step to ensuring we are able to keep all those who come into contact with Beacon House safe.

You will also be required to apply for a valid DBS (Disclosure and Barring Service) certificate, which will provide details of criminal convictions. This may also include a barred list check depending on the nature of the role. You are welcome to request our full Safer Recruitment policy or access our Safeguarding Framework on our website ([www.beaconhouse.org.uk](http://www.beaconhouse.org.uk)).

## EQUALITY AND INCLUSION STATEMENT

The work of Beacon House is based on the belief that each individual is of equal worth regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics). All application forms will be considered equally, regardless of the above characteristics, and on the basis of the applicant's ability, experience, professional values and qualifications.

We recognise the value of having a diverse workforce in order to best meet the needs of our clients.

Beacon House is anti-racist. You can find our anti-racist service position statement on our website.

## GDPR STATEMENT

If you apply for the role, your personal data will be recorded, stored, processed and utilised for safer recruitment purposes in accordance with our Privacy Policy. If your application is not successful on this occasion, we will securely and permanently destroy all information you have provided to us after six months, in line with our retention policy.



# THE RECRUITMENT PROCESS

To request an application form or to make any informal enquiry please contact our Clinical Director, Dr Shoshanah Lyons, on: [s.lyonse@beaconhouse.org.uk](mailto:s.lyonse@beaconhouse.org.uk) or call us on 01444 413 939.

We strongly encourage all interested applicants to arrange an informal visit or online conversation with our Clinical Director before applying.

The deadline for applications is **4pm 16th November 2020.**

We look forward to hearing from you!

