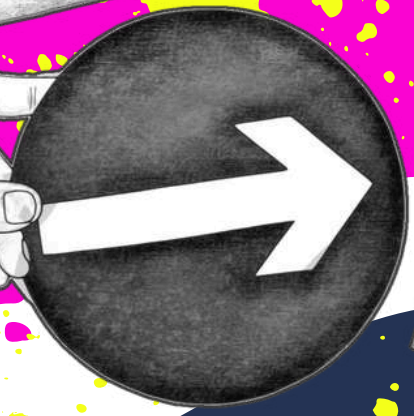


**SCAN ME**



**BEACON HOUSE  
THERAPEUTIC  
SERVICES IS SEEKING  
TO APPOINT A  
CLINICAL LEAD FOR  
OUR CHILD & FAMILY  
SERVICES**



## THE ROLE

An exciting opportunity has arisen to join our innovative and energetic team as a **Clinical Lead for Child & Family Services**. This is a full time, employed position.

### THE ROLE WILL INVOLVE:

- Joining and working **closely and effectively** within our existing leadership team.
- As part /of the leadership team, **collaborating to achieve our aims and objectives** as a service. **Contributing** to service development and continuous service improvement.
- **Taking the role of Registered Manager** for our Ofsted regulated Adoption Support Agency work
- **Providing clinical oversight** to therapists from various therapeutic backgrounds.
- **Acting as a Designated Safeguarding Lead**, as part of our wider safeguarding infrastructure, which includes being on a 'safeguarding duty' rota.
- **Triaging complex referrals** to ascertain whether we are a suitable service.
- **Leading** our self-funding and self-insurance referrals and allocation process.
- **Collaborating with our Chichester Clinic lead** in her role in overseeing referrals via the Adoption and Special Guardianship Support Fund.
- **Supporting our associate therapists** with case management where families present with particular complexity or high levels of risk
- **Quality assuring** the written work of our associate therapists.
- **Responding to informal concerns** raised by our clients within our wider Complaints Procedure.
- **Offering consultation, supervision and training** in-house and externally.
- Maintaining a small **therapy/supervision/consultation case-load**.
- Undertaking a small number of **complex assessments**.
- **Contributing to the recruitment and induction** of new members of the team.
- Contributing to the development of **online training and resources**.

## THE ROLE (CONT)

### THE SUCCESSFUL APPLICANT WILL:

- Have a core therapeutic qualification. We welcome applications from Clinical and Counselling Psychologists, all Psychotherapists and Family Therapists.
- Be registered with HCPC or equivalent
- Have a minimum of 5 years post-qualification clinical experience.
- Have a minimum of 2 years' experience in (or contributing to) a leadership or management role.
- Have a passion and commitment to working in a formulation-driven (non-diagnostic) way.
- Have experience and skill in formulating complex needs.
- Have experience working with 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 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 and high demand role.
- A commitment to safeguarding individuals of all ages.
- A commitment to inclusion, equality and the embracing of diversity.

## THE ROLE (CONT)

### BENEFITS

- Salary range: £57,502 - £67,076 (dependant on experience). Please see page 8 for the discretionary salary increments based on time in the role.
- 25 days annual leave
- Workplace pension scheme
- 3 days sick leave
- The opportunity to be part of a nurturing, innovative, motivated and energetic team.
- Monthly line management meetings with the Clinical Director
- Monthly clinical supervision
- Six-weekly Systems Centered leadership supervision from an external consultant
- Administrative support
- Comfortable, well equipped office and therapeutic spaces
- The flexibility of a working from home 1 day per week
- A whole-team CPD day provided by the organisation
- An individual CPD budget of £500, and 3 days CPD leave per year
- Free access to all online Beacon House training
- The opportunity to collaborate with our in-house artist on creative projects.
- The guidance and safety which comes from robust governance policies and procedures

## 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- and insurance-funded adult clients and families who present with difficulties such as anxiety, low mood, school avoidance, OCD, complex PTSD and dissociation, self-harm and family conflict.

As a service, working with complex trauma across the lifespan is a specialism, and we are passionate about developing effective therapeutic approaches, grounded in the evidence base, to promote healing the wounds of early trauma. We offer a particular specialism in working with children who are adopted or cared for by Special Guardians; and we are currently working with 250 young people across both our clinics. This work is funded by the Adoption and Special Guardianship Support Fund.

Our therapeutic offer is increasingly including supervision, consultation and training to a range of practitioners working in education, mental health and social care agencies and as independent practitioners. This work is closely aligned with one of our core values: supporting individuals and teams to develop their trauma informed practice through training, supervision and consultation.

As a team, we work hard to embrace a philosophy of 'give what you can, take what you need' across all areas of our work and relationships with each other.

## 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.

## LOCATION



The successful applicant will be based in our Cuckfield clinic, West Sussex.

## 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. We would be particularly interested to have approaches from applicants who better represent the diversity of identities and experiences of the clients we work with (we currently have an underrepresentation from BAME, disabilities and LGBTQ+ communities).



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 data retention policy.


[Click here to read our policies](#)

# THE RECRUITMENT PROCESS

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

The deadline for applications is **4pm, 13th June 2024**

**We look forward to hearing from you!**



## **DISCRETIONARY SALARY INCREMENTS**

<b>Year 1</b>	£57,502
<b>Year 2</b>	£58,997
<b>Year 3</b>	£60,531
<b>Year 4</b>	£62,105
<b>Year 5</b>	£63,720
<b>Years 6 &gt; 12</b>	£65,376
<b>Years 13 &gt; 20</b>	£67,076