

WE ARE HIRING

WOULD YOU LIKE TO WORK FOR BEACON HOUSE AS A SENIOR THERAPIST, WITH LEADERSHIP RESPONSIBILITIES?

WE ARE LOOKING FOR AN ADULT SERVICE SENIOR THERAPIST TO JOIN OUR CREATIVE AND INNOVATIVE TEAM

WE WOULD LOVE TO HEAR FROM:

- Dramatherapists
- Practitioner Psychologists (counselling, clinical, forensic)
- Psychotherapists
- Creative Arts Psychotherapists
- Systemic Psychotherapists



WE ARE INTERESTED IN HEARING FROM APPLICANTS WITH SKILLS AND EXPERIENCE WORKING WITH:

- Clients experiencing a **broad range** of challenges, difficulties and distress associated with **developmental, attachment and lifespan trauma**.
- Clients who have been exposed to **significant adversity and trauma** and who have **specialist therapeutic needs**. Many clients may present with **significant dissociative phenomena**.
- Clients who would meet diagnostic criteria for **Dissociative Identity Disorder**.
- Supervisees who are offering **therapeutic services** to individuals **impacted by trauma**.

LOCATION

We are recruiting for our Cuckfield clinic.



ABOUT THE SERVICE

Beacon House is a dynamic and thriving multi-disciplinary service specialising in therapeutic services for children, young people, families and adults in West Sussex and surrounding areas. As a team, we integrate psychotherapy, psychology and occupational therapy to provide a range of creative, innovative and carefully formulated assessment and therapeutic packages, with a special focus on healing the imprint of developmental and intergenerational trauma. We are passionate about creating opportunities for healing within the safety of a team that works sensitively and effectively with therapeutic complexity and clinical risk.

We receive referrals from self-funding individuals and families, ICBs (previously known as CCGs), Local Authorities and Regional Adoption Agencies, amongst other sources.

Beacon House is registered as an Adoption Support Agency with Ofsted, who regulate all our work with clients who are adopted. To find out more about our service please visit us at www.beaconhouse.org.uk

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 therapists who have a passion for trauma informed thinking, but who would like to develop their skills in this way of working.

THE ROLE WILL INVOLVE:

DIRECT CLINICAL WORK

- Working with clients who experience **complex therapeutic needs**, often associated with a **high level of risk**.
- Meeting with clients for 1-2 hours as a brief **therapeutic assessment**, followed by a **therapeutic needs letter** clearly outlining **therapy goals** and recommended next steps.
- Working with clients over a longer period of time (13 - 20 hours, to include report writing) for a **specialist trauma assessment**; followed by a **comprehensive report**, clearly outlining **therapy goals and recommendations** for intervention.
- Working **therapeutically** with clients using a **range of approaches** dependent on what matches their **preferences, needs and capacity** to tolerate the work.
- **Reviewing therapy** with the client and with the professional network where relevant.
- Offering **consultations and liaison** with other professionals in the client's network.
- Using the Service's feedback questionnaires to understand the client's **experience of our service**.

CONTRIBUTION TO LEADERSHIP

- Providing **clinical oversight**, via regular meetings, to our associate therapists.
- Contributing to the '**working up**' of new referrals.
- Stepping up into **key roles and responsibilities of the Clinical Lead** during their absence.
- Supporting our associate therapists through **offering case management input**, such as liaison with professional networks.
- Having a **valued input into the wider leadership team's** thinking, planning and service development.
- Working closely with our Service Manager, Clinical Director and Clinical Leads to **support the day-to-day running of the service**, with a special focus on our adult team.

SAFEGUARDING

Offering safeguarding duty cover **once a week** for our clinical team working with both child and adult clients. This involves **responding in a timely manner** to concerns raised about either child protection or clinical risk and **making decisions about next steps**. Full support and collaboration from our leadership team will be offered in order to develop the skills for this aspect of the role.

THE APPLICANT WILL:

- Have at least **5 years' direct clinical experience** post-qualification and at least **2 years experience** offering clinical supervision for therapists working with trauma.
- Be **registered** with HCPC or equivalent.
- Have a **passion and commitment** to working in a formulation-driven (non-diagnostic) way.
- Have excellent **written and verbal communication**, particularly making complex information **truly accessible** to clients of all ages and abilities.
- Be committed to working as part of a **multi-disciplinary team** and bringing a spirit of '**give what you can, take what you need**' to and from the team.
- Bring **courage, spirit, tenacity and energy** to the role.
- **Aspire and strive** to always offer a **high quality and respectful service** to our clients.
- Share our commitment to **safeguarding** individuals of all ages.
- Share our commitment and actively contribute to our journey to **embrace and celebrate equality, diversity and inclusion**.

THE CONTRACTUAL AGREEMENT

Applicants will be expected to:

- Become a **permanent, employed member** of our staff team contracted to work **3 days per week**.
- **Work 9am - 5:30pm**, with a one-hour lunch break.
- Spend 50% of their working time delivering **direct clinical work** and 50% of their working time offering **supervision, clinical oversight, leadership and safeguarding duty responsibilities**.
- On clinical days, be expected to offer **5 sessions per day**, which may be a combination of **assessment, therapy, consultation, supervision or training**.
- Work within the **Beacon House policies and procedures** and within our **clinical oversight and management infrastructure**.
- Be required to **comply with Adoption Regulations and Ofsted requirements** for any work with adults who are adopted.

BENEFITS OF THE ROLE INCLUDE:

- Full time salary range: **£49,482 > £55, 889** based on 37.5 working hours, dependant on experience. Please see page nine for the discretionary salary increments based on time in the role.
- **3 days CPD leave and £500 CPD budget** for training relevant to the role.
- **25 days annual leave** (pro rata), in addition to Bank holidays.
- An annual allowance of **3 days sick pay entitlement**.
- **Administrative support**.
- **Provision** of laptop and full IT support.
- Informal and formal opportunities to **develop professionally** in the areas that interest you.
- The opportunity to be part of a **nurturing, cutting edge, motivated and energetic team**.
- Monthly Line Management with a **highly experienced Clinical Lead**.
- **Monthly External or Internal Clinical Supervision**, funded by Beacon House.
- Standard **workplace pension scheme**.
- Access to our **in-house CPD programme**.

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).

EQUALITY AND INCLUSION STATEMENT

We are actively seeking to develop the diversity of our staff team to better represent the diversity of clients who use our service, which includes people of all genders, sexualities and a wide range of ethnicities and cultures.

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 and 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

Deadline for applications: 13th June 2024

For all informal enquiries, or to request an application form, please contact our Clinical Director, Dr Shoshanah Lyons, on: **s.lyons@beaconhouse.org.uk** or call us on **01444 413 939**.

We look forward to hearing from you!



DISCRETIONARY SALARY INCREMENTS

Year 1	£49,482
Year 2	£50,497
Year 3	£51,532
Year 4	£52,588
Year 5	£53,666
Years 6 > 12	£54,766
Years 13 > 20	£55,889