

# WE ARE HIRING

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WOULD YOU LIKE TO WORK AT BEACON HOUSE  
AS AN ASSOCIATE OR EMPLOYED THERAPIST?

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**WE ARE LOOKING FOR  
CHILD THERAPISTS TO JOIN OUR  
CREATIVE AND INNOVATIVE TEAM.**

## **WE WOULD LOVE TO HEAR FROM:**

- Clinical and Counselling Psychologists
- Psychotherapists
- Dramatherapists
- Family Therapists



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

- **Clients of all ages** experiencing a broad range of challenges, difficulties and distress associated with **developmental and attachment trauma, including dissociative phenomena.**
- Clients experiencing difficulties such as **anxiety, depression, family conflict, self-harming, suicidality, OCD.**
- Children and adults who are **adopted** and children who are looked after by a **special guardian.**
- Children and teens who are **neuro-divergent**, and who have (or may be given) a diagnosis of **Autistic Spectrum Condition.**

**We are keen to hear from recently qualified child therapists who have a passion for trauma work, and a commitment to developing their skills in this area under close supervision and training.**

## LOCATION

We are recruiting to 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, Regional Adoption Agencies and schools, 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](http://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:

- 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 hours in total, split between face-to-face **assessment sessions and 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 and offering **5 sessions per day**.
- 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.
- **Offering clinical supervision** to professionals outside of Beacon House.
- **Developing and delivering** training.



## THE APPLICANT WILL:

- Have at least **2 years' experience** post-qualification.
- 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 to **inclusion, equality and diversity**.

## THE CONTRACTUAL AGREEMENT

### Applicants will be expected to:

- Become a **self-employed, part-time associate** or an **employed therapist**.
- Work within the **Beacon House policies and procedures** and within our **clinical oversight and management infrastructure**. Applicants working with clients who are adopted will also be required to comply with **Adoption Regulations and Ofsted requirements**.
- Work a **minimum of three days a week** based in the clinic and also have time outside of the clinic for **report writing and admin**.
- Be **competent** in offering **online assessment and therapy**.

# BENEFITS OF THE ROLE INCLUDE:

- **Pay/Salary is dependant on the role** – please get in touch for more information.
- The opportunity to be part of a **nurturing, cutting edge, motivated and energetic** team.
- Informal and formal opportunities to **develop professionally** in the areas that interest you.
- **Comprehensive support** from a Clinical Lead, including regular Clinical Oversight meetings and **support with safeguarding and clinical risk**.
- Excellent **opportunities for collaboration** with our talented Creative Advisor, in the **development of client resources and letters**.
- **Access to a wide range of resources** unique to Beacon House.
- **Complex issues** of independent practice, such as safeguarding, GDPR and Health & Safety, are all **managed robustly by the service on your behalf**.
- Access to our **varied CPD programme**.
- Excellently **resourced and purpose-built therapeutic spaces** in our clinics.
- **Administrative support**.
- **Management of all aspects** of invoicing and debt collection on your behalf.
- **Provision of the necessary** IT training and systems and ongoing IT support.

# 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

**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: 8th November 2024**

For all informal enquiries, or to request an application form, please contact our Operations Manager, Sarah Brown, on: **[sarah.brown@beaconhouse.org.uk](mailto:sarah.brown@beaconhouse.org.uk)** or call us on **01444 413 939**.

We look forward to hearing from you!

