



Job Description Senior Psychotherapist

Job title: Senior Psychotherapist
Accountable to: Room to Heal Director
Salary: £35,000 pro rata for 2 days (with the possibility of increasing to 2.5 days)

About Room to Heal

Room to Heal is a human rights charity and healing community based in London. Our mission is to support people who have survived torture and organised violence to rebuild their lives in exile, through an integrated programme of therapeutic and casework assistance. We offer a range of activities including: support groups, gardening and food-growing, individual therapy and casework, storytelling, cooking and social gatherings, and therapeutic retreats.

At the heart of our work lies the cultivation of community, through which our members can restore meaningful relationships with themselves and others, overcome the legacy of their traumatic experiences and integrate into the UK. Our community is currently made up of over 100 members from over 30 countries: including former political prisoners; people who have been persecuted on account of their sexuality or religious belief; and those who have escaped trafficking.

Over the past decade we have established a pioneering model of work that is well respected in the field. We are supported by the United Nations Voluntary Fund for Victims of Torture, as well as a number of corporate funders and a range of trusts and foundations. Lloyds TSB Foundation recognised our 'outstanding impact' in the refugee field in 2015.

Based in Newington Green in Islington, we have four therapists (including this role), two caseworkers, a fundraiser, a finance officer, a director and international trainer (funded by the UN to train other organisations in our work, overseas). External supervision is provided to all our staff. All our staff are part-time or sessional. We also currently have 8 volunteers that support Room to Heal's work.

Room to Heal is staffed by a team of committed individuals, who work hard but also recognise that a friendly, nurturing environment is crucial for all of our well-being. By joining Room to Heal you would also become a part of a small, close-knit, multi-cultural and inspiring community and be able to see first-hand the positive changes that your work enables in the lives of torture survivors.

Role of Post

The Senior Therapist reports to the Director (non-clinician) and will provide leadership and management for the therapeutic programme at Room to Heal. This post involves working closely with the whole team (the Director and therapeutic and casework teams) to plan, co-ordinate, supervise and deliver Room to Heal's therapeutic programme. This will include taking the lead on clinical governance, quality development, professional accountability and monitoring and evaluation.

The Senior Therapist will have line management responsibility of therapeutic team if the role increases from 2 to 2.5 days (dependent on availability of Senior Therapist and funding).

Main duties include:

- Oversee the delivery and co-ordination of Room to Heal's therapeutic programmes;
- Line management responsibility of therapists (subject to increasing days to 2.5 days);
- Overseeing community forum and associated activities;
- Ensuring that intra-community complaints, conflicts and therapeutic issues are effectively resolved within community setting;
- Ensuring therapeutic team observes therapeutic protocols and processes and that these are well documented and shared with team (e.g.clinical evaluation tools, annual therapeutic reviews, rules around attendance etc);
- Clinical lead on Safeguarding, ensuring that members and therapeutic staff are aware of relevant procedures, that training is up-to-date and that issues are appropriately responded to and documented by the team;
- To play a lead role in advising the Trustees on the therapeutic programme;
- Articulating our work and sharing learning and best practice to external agencies, where necessary.

Other duties

1. Therapeutic coordination

- Work with the wider Room to Heal team to plan and coordinate therapeutic support groups and retreats;
- Work with the core therapeutic team to plan and develop activity programme and be active in discovering new appropriate therapeutic activities and workshops and to administer their evaluation and implementation;

2. Facilitation of group work, individual therapy, casework and community forum

- Co-facilitate one of the two weekly therapeutic support groups;
- Co-facilitate one of the bi-annual intensive therapeutic retreats;
- Facilitate quarterly community forum;
- Provide assessments of potential members of Room to Heal;
- Provide individual counselling and support to members to enable effective member participation in group-work;
- Help supervise volunteers contributing to our programme of activities;
- Attend clinical supervision and staff meetings where appropriate.

- 3. Support to members on immigration, housing and welfare issues**
 - o Liaise with caseworkers to ensure that members have access to quality immigration representation, and support on housing and welfare issues;
 - o Produce therapeutic reports to be used as part of member's asylum applications;
 - o Writing therapeutic reports / letters as required for immigration / housing and welfare issues.

- 4. Programme administration**
 - o Work with Clinical Administrator to manage and develop clinical administrative and monitoring systems and ensure referrals are responded to in a timely and appropriate fashion and records are maintained efficiently;
 - o Keep accurate, confidential case records and financial records and ensure GDPR compliance;
 - o Work with staff team to ensure that responsibilities to funders and other parties are met in a timely fashion (e.g. quarterly reports to Trustees);
 - o Ensure that confidentiality is maintained at all times in adherence to Room to Heal's confidentiality requirements;
 - o Ensure the programme is maintained in a manner consistent with adopted Room to Heal policies and established best practice.

- 5. Monitoring and evaluation**
 - o Help with development of monitoring and evaluation activities;
 - o Record and collate quantitative and qualitative data for use in funding applications and monitoring and evaluation;
 - o Provide reports as required for funding bodies, the Director and Trustees;
 - o Provide information as required for use in Room to Heal communications.

- 6. Wider duties**
 - o Attend quarterly Trustees' meetings wherever possible;
 - o Regularly attending weekly Friday, Culpeper Community Garden community gatherings from 3 to 6pm;
 - o Represent the organisation at relevant forums, events and seminars;
 - o Undertake occasional work outside of regular office hours and UK travel to support client activity;
 - o Support the Director and the wider team as required.

Person Specification

Essential Skills	Desirable Skills
<ul style="list-style-type: none"> ● Substantial therapeutic work experience ● Willingness and interest in working within a non-resident community ● Significant experience of responding to safeguarding and risk with a vulnerable group ● An ability to work in a consultative way in a leadership role ● Experience of running therapeutic groups ● Experience of undertaking and oversight of assessment process and 1-1 therapeutic support ● Successful experience of managing and developing clinical administrative and monitoring systems ● Successful experience in line-managing clinical staff ● Significant therapy/counselling training and/or therapeutic group work training ● Accreditation with the BACP, UKCP or similar appropriate body ● An understanding of the principles underlying therapeutic community ● Excellent verbal and written communication skills ● Commitment to the principles of equality and diversity ● Experience of monitoring and evaluating in a clinical setting. 	<ul style="list-style-type: none"> ● Experience of working in a therapeutic community or experience of working in situations where community and the principles of community are a strong feature of the work ● Experience of working with refugees ● Knowledge of the experience of asylum seekers and refugees living in the UK and the links between these and mental health ● Experience of working in a small charity environment.