

Clinical Lead (Maternity Cover)

Job Description



Responsible to: Director

Salary: £38,000 - 40,000 pro rata depending on experience

Hours: 15 hours per week (must be available on Fridays)

Contract: Fixed-term until end of January 2025

Start-date: Immediate

Location: Flexible - mix of homeworking, office and community garden

About Room to Heal

Room to Heal is a human rights charity and therapeutic community based in London. Our mission is to support people who have survived or witnessed 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: therapy groups, gardening and food-growing, individual therapy and casework, 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.

We currently run four therapeutic groups - two open ended, one time-limited (one year) and an online mothers' group (pilot).

The therapeutic work involves:

- assessments of potential group members to determine appropriateness for relational group work;
- in-person and virtual therapy groups;
- short-term individual therapy sessions as a conduit for members to access group therapy and community programmes;
- one-to-one therapeutic sessions with members in times of crisis or particularly challenging times;
- intensive residential therapeutic retreats; and
- therapeutic reports in support of immigration cases.

Our community programme includes a weekly meal and gardening session and other therapeutic activities such as exercise classes and creative workshops.

About the Role

The role of the Clinical Lead is to oversee the therapeutic offer, managing therapists and the administrator, and ensure that Room to Heal provides safe and effective support to people who are seeking asylum and refugees, many of whom are survivors of torture and organised violence. Your role will focus on centring and nurturing the therapeutic community ethos at the heart of the organisation, and ensuring the therapeutic and casework elements of the community remain strongly interconnected. Working alongside the Director and Community Manager you will maintain an oversight of the community, ensuring our members get the full benefit of our support and are able to engage with our offer safely and meaningfully. You will support and have line-management responsibilities for five therapists and one clinical administrator (all part-time).

Reach and Impact

As a Clinical Lead you will be responsible for the following areas of work:

1. Clinical services at Room to Heal
2. Supporting and managing therapists and the administrator
3. Monitoring and evaluating the effectiveness of therapeutic services
4. Safeguarding lead (on the days you work)
5. Supporting with recruitment, as required

Main Responsibilities

Service delivery

1. Effective management of the therapeutic programme to meet community needs.
2. Ensuring therapeutic evaluations are completed in a timely manner.
3. Offering advice and guidance on assessments of potential group members to determine appropriateness for relational group work.
4. Participating in the day-to-day life of the community, including participating in regular psychosocial activities, including garden gatherings, recognising the importance of building relationships with staff, volunteers and members alike.

Staff management

1. Working with the Director to recruit, manage and support therapists and our administrator to ensure high quality service delivery.
2. Line managing and supporting therapists to ensure a safe and thriving therapeutic community in all its elements.

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Charity Registration Number: 1128857, Company Registration Number: 6744055

3. Line managing and supporting the clinical administrator to ensure the safe and smooth running of the referrals and intake process.

Safeguarding and Risk Management

1. Ensuring that procedures, policies and guidance are followed and promoted to ensure a safe, effective and efficient environment.
2. Ensuring rapid management and escalation of identified risks and health and safety issues.
3. Ensuring safeguarding concerns are identified and receive appropriate responses according to policies, procedures and good practice.
4. Ensuring effective processes are in place to enable risks to be identified, managed and/or escalated as appropriate, including workload management.
5. Ensuring services and community activities comply with health and safety regulations and policies and risk assessed as appropriate.

General

1. Keeping abreast of developments in relevant fields and ensuring that Room to Heal continues to develop and deliver a programme of activities and services which is sustainable, impactful and recognises external trends.
2. Attending clinical supervision sessions (separate to group supervision of therapists);
3. Keeping accurate records, statistics, confidential case records and financial records (i.e. receipts).
4. Ensuring GDPR compliance.
5. Participating in service planning and working groups.
6. Adhering to Room to Heal policies and procedures and work within the BACP Ethical framework.

Person Specification

1. Education and experience

- Relevant mental health qualification (e.g. Postgraduate Degree or other professional qualification) in a profession related to psychosocial support (e.g. Clinical Psychology, Psychiatry, Psychotherapy or Social Work);
- Proven work experience following receiving the relevant professional qualification (e.g. in service development in voluntary or statutory sector, either in U.K. or overseas)

2. Skills

Required

- Experience of managing therapists;
- Presentation skills & negotiation skills including the ability to influence and persuade at all levels of an organisation;
- Direct experience of working with asylum seekers, refugees and other survivors of torture and other gross human rights violations, and ideally specialist training in trauma-focused therapies;
- Experience and professional expertise in trauma reactions, mental health issues and the management and negotiation of complex situations involving staff and volunteer welfare;
- Proven strong communication skills, including written and oral (including cross-cultural communication awareness);
- Understanding of psychosocial support issues and client needs, including self-harm, suicidal ideation and those of distressed clients;
- Experience and understanding of the interrelated nature of casework and therapy in the context of immigration support;
- Significant experience of responding to safeguarding and risk with a vulnerable group;
- Understanding of the principles behind therapeutic communities, and ideally experience of working within them;
- Excellent IT skills and record keeping, and experience of using a CRM.

Desirable

- Training in group psychotherapy;
- Experience of facilitating therapeutic groups;
- Experience of working and building relationships with a range of partner organisations to coordinate appropriate care of members.

- Understanding of the UK immigration system and asylum processes;
- Experience of working within a therapeutic community;
- Experience of working within a small charity;
- Experience of writing therapeutic reports for immigration and legal purposes;
- Interest and experience in therapeutic gardening / being in nature.

3. Personal attributes (required):

- Open-minded, flexible, calm and robust - able to negotiate the complexity and challenge of working creatively in a therapeutic community;
- An understanding of and affinity with our core principles, including that our members are important contributors to the running of the community;
- Experience and interest in working in a collaborative working structure where consensus decision (e.g. making decisions as a team) is the norm;
- Ability to maintain a sense of humour and perspective in the face of challenging work;
- Ability to work effectively on one's own and also to work closely together in a creative and eclectic team to facilitate learning and foster a lively and engaging community;
- Appreciation of the reality of working in a small, evolving charity with competing demands and limited resources;
- Willingness and interest in working within a non-resident community.

3. Professional accreditation (desirable):

- BACP, UKCP, BPS accredited qualification in counselling, psychotherapy or psychology.

4. Pre-employment checks:

- DBS check for working with vulnerable adults and children;
- Right to work in the UK.