

## Job Description

<b>Job Title</b>	Sanctuaries Therapeutic Lead
<b>Service/Department</b>	NEE Sanctuary
<b>Salary</b>	£28,500 FTE
<b>Hours</b>	37.5 (including weekends, evenings, and bank holidays)
<b>Base</b>	Colchester & Clacton Sanctuaries
<b>Responsible to</b>	Head of Operations

### Job Summary:

The Sanctuaries Therapeutic Lead will oversee the therapeutic delivery of Mid and North East Essex Mind's commissioned non-clinical crisis services, designed to support individuals in mental distress. The post holder will ensure that services provide high-quality care, are aligned with national and local mental health strategies, and contribute to the holistic wellbeing of individuals within the community.

This role requires expertise in therapeutic interventions and crisis care. It will also involve leading staff development/training, coordinating therapeutic group programs, maintaining strong partnerships with health and other stakeholders, and contributing to service improvement initiatives.

### Key Responsibilities:

#### Service Delivery

- Oversee and deliver therapeutic interventions in line with service models and national standards, ensuring a "no wrong door" approach for individuals accessing support.
- Coordinate and lead group programs within the sanctuaries, ensuring alignment with community mental health priorities and the needs of the individuals served.
- Develop therapeutic tools and resources to support individuals both in crisis and to prevent crisis and ensure delivery aligns with NICE guidelines and evidence-based practices.
- Develop tools, resources, and support offers to build and maintain people's well-being, so that the Sanctuaries, in partnership with others, are a community resource that support wellness.
- Collaborate with system partners, including NHS crisis teams and voluntary organisations, to streamline referral pathways and ensure seamless care transitions and community support.

#### Staff Supervision and Development

- Provide peer supervision and case study reviews with a focus on therapeutic, risk, and safeguarding aspects.
- Arrange and coordinate external clinical supervision when required.
- Deliver or source training on therapeutic best practices for sanctuary staff, tailored to organisational and service needs.
- Foster a culture of reflective practice and continuous professional development among team members.

#### Partnership and Stakeholder Engagement

- Build and maintain strong relationships with external partners, commissioners, and local stakeholders to enhance collaborative working.
- Participate in system-wide mental health initiatives, contributing to strategies that reduce health inequalities and improve access to care.
- Represent the organisation in external meetings and forums, advocating for the needs of service users and promoting service capabilities.

**Quality Assurance and Data Analysis**

- Analyse service data and feedback to identify trends, improve service delivery, and inform strategic planning.
- Ensure the service adheres to standards outlined in the NHS Long Term Plan and local mental health strategies.
- Lead audits and contribute to annual quality reports to demonstrate service impact and identify areas for improvement.

**Operations**

- Participate in a management on-call rota, ensuring service coverage 24/7, 365 days a year.
- Ensure compliance with mandatory training and organisational policies, including safeguarding and risk management.
- Support HR in recruitment and workforce planning, ensuring staffing aligns with service demand and operational requirements.

**Organisational values:** *Post-holders should be able to demonstrate the following:*

<b>Value</b>	<b>Phrase</b>
Listening	We listen to the needs of our wider community and each other – actively engaging, learning and sharing every day
Co-Producing	We believe that the people affected by a service are best placed to help design it and reach collective outcomes together
Trusted	We build trust in our communities by consistently delivering high quality services and being honest in everything we do
Inclusive	We develop inclusive services and support that respect the diversity and dignity of everyone in our communities
Innovative	We explore new ideas and ways of working to build a culture that embraces innovation, excellence and creative solutions
Supportive	We foster a culture of empathy, respect and open communication to support our communities and each other

## Person Specification

### POST: Sanctuaries Therapeutic Lead

Category	Essential	Desirable
<b>Education &amp; Qualifications</b>	<ol style="list-style-type: none"> <li>1. BACP membership and working towards accreditation</li> <li>Or a</li> <li>2. Therapeutic qualification</li> </ol>	<ol style="list-style-type: none"> <li>1. Educated to degree level</li> <li>2. Training Qualification</li> <li>3. Project Management Qualification</li> </ol>
<b>Experience</b>	<ol style="list-style-type: none"> <li>3. Significant experience of counselling/ psychotherapy post qualification.</li> <li>4. Experience of managing own counselling / psychotherapy caseload.</li> <li>5. Extensive clinical experience, including working with complex cases</li> <li>6. Experience and understanding of wellbeing, mental health and/or social care</li> <li>7. Experience of leading teams of counselling practitioners, including providing clinical support, reviewing performance, and developing the team</li> <li>8. Experience in developing programmes and training.</li> <li>9. Delivering workshops and group work to service users and organisations.</li> <li>10. Experience of developing and delivering services</li> <li>11. Using electronic case management system</li> <li>12. Experience in developing and maintain relationships with external organisations.</li> </ol>	<ol style="list-style-type: none"> <li>4. Experience of recruitment</li> </ol>
<b>Skills, Abilities &amp; Knowledge</b>	<ol style="list-style-type: none"> <li>13. Ability to demonstrate effective counselling skills</li> <li>14. Ability to lead and manage a team</li> <li>15. Ability to work within organisational boundaries</li> <li>16. Maintain professional standards of competence, confidentiality and conduct consistent with those set out in the professional ethical framework as drawn up by BACP</li> <li>17. Knowledge of quality assurance and continues improvement process</li> <li>18. The ability to motivate and inspire a diverse and disparate team</li> <li>19. Flexible, self-motivated and disciplined approach when dealing with professionals and clients</li> <li>20. Good IT skills including the use of MS office and Databases</li> <li>21. Understanding of and commitment to organisation values</li> </ol>	<ol style="list-style-type: none"> <li>5. Project management Skills</li> </ol>
<b>Personal Characteristics</b>	<ol style="list-style-type: none"> <li>22. Positive approach to change and ability to adapt readily to new demands</li> <li>23. Good interpersonal skills and able to communicate easily with both service users and all levels of management and staff</li> <li>24. Flexible, creative and responsible approach</li> <li>25. Ability to travel throughout MNE Essex – Car driver essential</li> </ol>	