

Job Description

Trauma Therapist – Therapy Lead

Location: Dublin – onsite work location

Reports to: Manager – Therapy Services

Purpose

The role will support the Manager of Therapy Service with the delivery of an efficient and effective client therapy service with DRCC. The successful candidate will form part of the management structure of the department overseeing and supervising a team of therapists. They will support therapy operations and activities across the Therapy Department in addition to coordinating client services and resources in satellite locations.

Hours of Work: Tuesday to Friday – 09.30-17.30 & Saturday – 09.00-16.00pm

Key Duties & Responsibilities include but are not limited to the following

Team Lead

- Provide effective line management, support and supervision to the trauma therapy team carrying out line management support and supervision.
- To facilitate the trauma therapy team meetings ensuring there is a chair, minute taker and ensuring input to the agenda and the following up on actions arising.
- To draw up monthly schedule for Team Time Meetings to include Peer Supervision, Group Learning, training etc.
- Assess risk and allocate cases appropriately to therapists, maintaining oversight of workloads and supervision needs.
- Manage the therapy waiting list to ensure equitable and timely access to service
- Oversee service-user records and processes to ensure compliance with organisational standards
- Attend line management support and supervision with the Manager of Therapy Services.

Client work and interventions

- Provide clinical leadership and oversight for the case management, ensuring best practice in client care and in line with professional and regulatory body standards.
- Offer guidance, client review and supervision to therapy staff, ensuring their clinical decisions align with professional standards and DRCC's values.
- Support professional development with the team, including agreeing training requirements with Therapy Services Managers and sharing training opportunities

- Foster a culture of clinical excellence, ensuring high quality service delivery and continuous improvement in client outcomes.
- To actively manage the therapy waiting list
- To undertake safeguarding responsibilities for the team
- Support the development of collaborations with other organisations
- To conduct risk assessments and implement risk management plans as appropriate.

Documentation and reporting

- To keep up to date with developments in relation to models of therapeutic practice
- To produce client data to support funding requirements and to support service development
- Represent the service and support the development of relationships across the sector
- Maintain up-to-date knowledge of regulatory requirements and best practices, implementing necessary improvements across the therapy service.
- Support the Therapy Service Manager to manage all compliance related activities, including audits, policies, procedures, training and client data
- To be vigilant to any Health, Safety and Welfare risks in the workplace and bring any concerns to the attention of your line manager
- To be aware of the Children's First Guidelines, and Vulnerable Adult and Child Protection Policies in DRCC and to act as a Designated Liaison Officer (DLO)
- To comply with all DRCC policies and procedures
- To play an active role in the promotion and development of the service
- To engage in clinical audit, quality initiatives and service evaluation.

General

- Attend department, organisational and external meetings as required
- Assist in the development & delivery of groups & training programmes
- To attend regular clinical supervision in accordance with professional code of ethics and organisation policy and attend line management supervision with line manager.
- To work as a team member to develop and fulfil the policies, aims and objectives of DRCC.

As this is a new role, DRCC reserves the right to amend this job description

Person Specification – Team Lead, Therapy Services

The successful candidate is likely to have most of the following competencies and experience.

Criteria	Essential	Desirable
Qualifications	<p>A degree in counselling/psychotherapy</p> <p>Minimum of five-years post accreditation as a counsellor/psychotherapy by the Irish Association for Counselling/Psychotherapy (IACP), Irish Association of Humanistic & Integrative Psychotherapy (IAHIP) or a relevant body within the Irish Council for Psychotherapy (ICP) is essential</p> <p>A qualification in Clinical Supervision</p>	<p>Strong experience in case management</p> <p>Supervisory/Management Qualification</p>
Knowledge	<p>A knowledge of complex trauma</p> <p>Knowledge and understanding of gender-based violence</p> <p>Knowledge of the complexities faced in delivering services in challenging environment.</p> <p>Knowledge of notification procedures in relation to child protection and safeguarding</p>	
Skills Requirement & relevant experience	<p>Have a minimum of 5 years' post accreditation experience.</p> <p>Minimum one year relevant supervisory or management experience</p> <p>Working within a range of therapeutic approaches</p> <p>Well-developed communication skills often complex and sensitive information, to a range of audiences</p> <p>Ability to exercise discretion and good judgement in dealing with confidential matters.</p> <p>Assessing risk and managing it appropriately.</p> <p>Ability to manage challenging behaviour and issues</p> <p>Excellent administrative report writing & IT skills including experience in using a CRM system</p>	<p>Experience as a designated safeguarding or designated safeguarding lead</p> <p>Experience in managing budgets, staff and operational requirements</p> <p>Experience in policy development, safe guarding and training delivery</p>

	<p>Ability to work independently and as part of a team, setting and achieving goal-focussed tasks in a consistent manner.</p> <p>Skilled in supporting business and compliance reports and maintaining accurate data and records.</p>	
Personal Attributes	<p>Initiative-taker and solution minded within a can-do-attitude towards any task or challenge</p> <p>Client Centeredness – focus on outcomes</p> <p>Commitment to professional practice and adherence to code of ethics</p>	