

Job Description

Clinical Practice Manager

JOB DETAILS

Job Title	Clinical Practice Manager	Line Manager	Director of Operations
Directorate	Operations	Salary Range	£38,625 pro rata
Responsible for			

ORGANISATION OVERVIEW

Venture Trust supports people facing challenging life circumstances to overcome barriers and realise their potential. We work alongside people who have been impacted by trauma, and together we build the programme they need to move forwards in their journey.

Our strengths lie in the trust and relationships we forge, our therapeutic approach and in harnessing the transformational benefit of being outdoors and amongst nature. Working in communities, in greenspaces and journeying through some of Scotland’s most wild places, we meet people where they are. By taking time to create safe relationships, we can support people to grow. We work to create community, to strengthen support systems and accompany people as they reach new places. This relational approach allows people to develop in sustainable and meaningful ways.

Our values underpin everything we do:

- **Courage** - we remain brave when things are tough
- **Care** - we will attend to people and place
- **Curiosity** - we are thoughtful
- **Collaboration** - we work together for greater impact

JOB OVERVIEW

The Clinical Practice Manager is a vital role, leading, shaping and developing our pioneering Outdoor Therapy approach.

This role will design and implement a framework for clinical governance throughout our service delivery, bringing closer understanding and application of therapy and therapeutic modalities in practice in outdoor spaces across all areas of delivery.

You will lead a team of highly skilled, qualified multi-disciplinary therapists to deliver an ethical and inclusive service to a diverse range of clients. This may include those who have current or historical experience of poverty, joblessness, social isolation, abuse, traumatic or adverse events, experience of the criminal justice system, severe and multiple disadvantages and the associated impact.

You will undertake a mix of clinical work including client assessment, supervision, training, service design and delivery. This will include but is not limited to group work, reflective practice facilitation, psychoeducation, and workshops.

MAIN RESPONSIBILITIES

Leadership

- Provide a framework of clinical governance throughout service areas in line with best practice
- Enable practitioners to deliver high quality individual and group therapy in the outdoors
- Facilitate the creation of a safe and developmental culture within Venture Trust, including reflective practice, learning and clinical skills development and incorporating emerging good practice
- Provide supervisory spaces for practitioners across Venture Trust
- Lead on continuing professional development of Outdoor Therapy methodology, framework and training provision within Venture Trust
- Lead development of Venture Trust therapeutic methodologies and application
- Oversee Outdoor Therapy Student placements
- Maintain and develop strong cross-departmental relationships within Venture Trust and inter-agency collaboration outwith Venture Trust

Service Delivery and Safety

- Deliver therapeutic services in alignment with Venture Trust's Strategic Plan, programme objectives and contractual obligations
- Ensure therapeutic services are developed in line with accrediting body ethical guidelines
- Ensure minimum standards are upheld by therapists to maintain ongoing professional registration
- Implement safety management systems for Outdoor Therapy provision, in line with Venture Trust policy and procedure
- Maintain the security and safety of self, premises and confidential records
- Maintain the safety of clients through consulting and reviewing therapist practice, client-work and adhering to safeguarding procedures
- Engage in effective monitoring and evaluation of the service's strategic aims and objectives

Developing Practice

- Design and facilitate professional outdoor therapy trainings and review the effectiveness of these trainings
- Work towards the continued development and growth of the profession of outdoor therapy in the UK and internationally, through positive promotion both within and outwith the outdoor therapy field
- Create networking opportunities such as introductory sessions for those interested in exploring the field of outdoor therapy
- Provide reflective practice and supervisory spaces for counsellors and therapists wishing to consolidate their outdoor therapy practice
- Involvement with professional networks nationally, at a European level and internationally

OTHER:

- Undertake training and professional development as required
- Undertake any other reasonable duties as may be required

PERSON SPECIFICATION

Knowledge, Skills and Experience

Essential:

- Proven ability to inspire experienced, high performing staff teams as well as new and enthusiastic practitioners
- Educated to at least Post Graduate Diploma Level in Counselling, Psychotherapy or equivalent psychological therapy discipline
- Hold a current professional membership and registration with a professional body (e.g. COSCA, BACP, UKCP, BPC or HCPC)
- At least three years of post-qualifying experience in ongoing practice
- Significant experience of working therapeutically with and supervising the specific issues facing Venture Trust's clients (e.g. homelessness, addictions, criminal justice, historical abuse, trauma, domestic violence etc.)
- Experience of working therapeutically or supervising work with young people or adolescents
- A good understanding of the dynamics that may influence a service or organisation, when working alongside complex organisational structures and/or statutory systems
- Training in practices associated with working with the impact of trauma, such as, mentalisation based treatment, somatic interventions, internal family systems and dialectical behaviour therapy
- Training in working with young people

Desirable:

- A recognised certificate in clinical supervision
- Accreditation with a professional body
- A post-qualifying specialism or Masters degree
- Training in working with complex clinical presentations, such as, forensic presentations
- Experience facilitating or supervising group therapy within an organisational setting
- Some experience designing and delivering training and/or consultancy to a range of external stakeholders

ADDITIONAL INFORMATION

- This post is subject to a PVG from Disclosure Scotland
- This post is subject to basic driver checks

Venture Trust is a living wage employer and committed to promoting equality and diversity