

The Harbour - Clinical Lead

The Harbour

The Harbour (www.the-harbour.org.uk) is a small charity based in the centre of Bristol. We provide in-depth therapy to people facing complex issues related to death, dying and bereavement. Since 1992 we have offered counselling and psychotherapy services to thousands of people with a serious life-threatening illness, their carers and loved ones, and people who have been bereaved.

Who we are looking for

The Harbour is looking for an experienced Therapist to join us as Clinical Lead. You will lead and manage our team to deliver high quality counselling and to drive the development of our service. We work from a psychodynamic foundation and within a time-limited framework (16 sessions); therefore, a grounding in psychodynamic work together with an experience of working at depth in a fixed term model is essential. We're looking for someone who shares our passion for providing support to people who are experiencing death, dying and bereavement.

You'll be a warm, supportive and approachable people manager; diligent and detail-oriented service manager; an experienced therapist; and a passionate leader able to carve direction through ambiguity.

We'll also require you to be comfortable with data; monitoring and evaluating our service and the impact of our work and providing reports. You'll be confident using Microsoft (including Teams, Word and Excel) and with a client database (we use CiviCRM).

Why work for us?

First and foremost, you'll have the opportunity to work for a charity with a great reputation, making a genuine difference to people as they face death, dying and bereavement.

This is an exciting time for The Harbour; our new Clinical Lead will work alongside our CEO (who joined in 2021) to develop our strategy and to grow the service. We are particularly interested in continuing to diversify our client base and developing ways to generate income (e.g. developing our fee-paying service and delivering our services to organisations).

You'll be working with an amazing team of colleagues; it's a positive, supportive and collaborative working environment.

We offer plenty of benefits including:

- 25 days leave + bank holidays + up to an extra 3 days closure at Christmas (pro rata)
- Access to an Employee Assistance Programme (including 24/7 employee assistance line, face to face counselling, medical line, and online support)
- Flexible and Hybrid working

Clinical Lead

Main purpose of role:

The Clinical Lead will provide leadership and management to our team of Psychotherapists and Counsellors. The successful candidate will manage the day-to-day delivery of our service, including The Harbour's provision of high-quality therapy to clients, supervision to staff and all aspects of clinical governance and risk management. They will also drive service growth and development.

Responsible to:

CEO

Responsible for:

The Clinical team.

Location:

Hybrid working with central Bristol office.

Salary:

£37,000 - £41,000 (pro-rata)

Hours:

Part time. Between 14 and 20 hours per week.

Main tasks of role:

- Provide overall clinical leadership to The Harbour.
 - Responsible for leading the clinical team in the delivery of the service
 - Overall clinical responsibility for all clinical work
 - Supporting the CEO and the Board of Trustees by providing the clinical perspective for decision making
- Ensure that all therapists and trainee therapists receive an appropriate level of clinical supervision.
- Oversee the allocation of clients to therapists according to their skills and experience, and manage any issues that arise.
- Lead on clinical governance and clinical risk management, including responsibility for meeting the clinical standards set by professional regulatory bodies and commissioners and all aspects of safeguarding.
- Contribute to the development of existing and new services.
- Monitor and evaluate our service and the impact of our work.
- Report on our work as required, for funders and for the CEO and Board.
- Develop our external networks (e.g. links with other organisations, raising our public and professional profile, meeting with commissioners and funders).

- Provide counselling for a small caseload of clients.

Skills and experience:

Personal Qualities / skills

- Warm, supportive and friendly.
- An engaged team player, able to respond positively to the needs of others.
- Strong leadership and management of people, strategy and projects.
- Great interpersonal skills with the ability to communicate well with colleagues, line reports, partner organisations and clients.
- An understanding of different clinical approaches and how they relate to and complement our work.
- Competent with digital channels such as Microsoft (including excel), Teams, CRM systems.

Education and Qualifications

Essential:

- Professional qualification in therapy / counselling.
- Full membership of relevant regulatory body (e.g. UKCP, BPC, BACP, HPC...).

Desirable:

- Accredited training in clinical supervision.
- Psychodynamic training.

Experience

Essential:

- Extensive post-qualification experience of delivering counselling / psychotherapy.
- Clinical governance / risk management.
- Delivering supervision.
- Using data to evaluate statistics and report on service provision.
- Experience of working psychodynamically within a fixed term model.

Desirable:

- Managing people.
- Developing / managing clinical service / projects.
- Working of volunteering within the Charity sector.
- Working with commissioners / funders.
- Working in a counselling organisation.

Interests

- In depth work.
- Grief / death / dying / bereavement.
- Complexity.

Equality, Diversity and Inclusion

The Harbour recognises the positive value of diversity and is dedicated to being an inclusive organisation. We encourage applications from people of all backgrounds and are committed to having a team with a diverse set of skills and experience. If you don't meet all of the criteria but think that you'd be great at the role, we'd love to hear from you.

Please get in touch should you wish to discuss any access requirements.

Application process

To apply for the role please email: recruitment@the-harbour.org.uk to request an application form.

Closing date for applications: 17th March 2023

For more details about the role please contact Natasha Davies (CEO) natasha@the-harbour.org.uk or Matthew Wyatt (interim Clinical Lead) matthew@the-harbour.org.uk.