

## **Psychotherapy Service Manager**

Are you an experienced Psychotherapist/Arts Therapist and Manager, and passionate about the needs of autistic people and people with learning disabilities? If so, we'd love you to join us as our Psychotherapy Service Manager. This is a new role developed following a restructure, after combining three smaller services (Survivors Psychotherapy, Family Services and Young Peoples Services) into one service and one team to allow for more effective and collaborative working.

It is an exciting time to join us to have the opportunity to influence and shape the development of Psychotherapy services, following a period of change and restructure. You will be leading the provision of psychotherapy with autistic people and people with learning disabilities, currently provided in schools, at our London clinic and online. You can also hold your own small case load of clients, supervisees and/or consultancy work.

The Psychotherapy Service provides predominantly longer-term therapeutic support to up to 130 unique individuals per year. The team of twelve are made up of senior therapists, therapists and honoraries in training, many of whom are arts therapists (Dramatherapists, Art Psychotherapists, Dance Movement Therapists, Music Therapists and Integrative Creative Arts therapists). The team work predominantly with a psychodynamic and systemic framework, which is central to our trauma informed approach.

As our Psychotherapy Service Manager you will provide clinical leadership and hold responsibility as overall designated safeguarding officer for Respond, working closely with designated leads in each area and work collaboratively with the advocacy team, our other core service within Respond. You will also work closely with the Senior leadership team to ensure working to the agreed strategy and leading on ensuring consistency and continuous improvement of quality standards, outcome measurement, processes and procedures relevant to the Psychotherapy service.

If this sounds like the kind of role that would interest you, we'd really welcome your application.

### **Further information about Respond**

Respond is entering the last year of our three-year strategy, in which we will continue to be focusing on our psychotherapy services, which are a core part of Respond's offer as a charity for now thirty-four years. Our mission is to reduce the impact of trauma in the lives of people with learning disabilities and autistic people, by developing trusting relationships, through psychotherapeutically informed services.

An important part of our work at Respond is working in a trauma-informed way. What this means for us is that we hold in mind the impact of trauma at all levels of the organisation, and all staff take part in reflective practice or team dynamics.

We provide a range of trauma-informed services for children, young people, adults and professionals. These include psychotherapy, advocacy, training and other support services. The work we do is generally long term in recognition of research that clients with autism and learning disabilities who have experienced abuse and trauma take longer to process their trauma and to recover.

We are keen to encourage applications from a diverse range of candidates including people with lived experience, who are both interested in working in partnership to provide support, as well as supporting people with learning disabilities and autistic people who have experienced trauma.

We are committed to the furthering of human rights, equality, and positive social change through our therapeutic and advocacy work and are committed to anti-racism and other forms of anti-discriminatory practice. We recognise that we need to continually keep this as a focus in our work and as an integral part of our organisational strategy.

We celebrate diversity as an employer and as a provider of services to people who often experience multiple discriminations because of (but not limited to) being autistic or having a learning disability and experiences of trauma.

We are dedicated to building a diverse, inclusive and authentic workplace, so if you're excited about this role but your past experience doesn't align perfectly with every requirement in the person specification, we encourage you to apply anyway and demonstrate how your experience is transferrable for this role. You may be just the right candidate for this or other roles within the organisation.

### **Respond Benefits package** (all per financial year)

We offer a generous and comprehensive package of flexible benefits to all of our staff.

- Hybrid working model, which means that if you're full time you make a commitment to be working in the office at least two days a week, with the remainder working from home. Part time hours are altered accordingly.
- Generous paid leave benefits including 28.5 days holiday (plus Bank Holidays), with some to be taken between Christmas and New year.
- Up to 4 weeks paid sickness leave at full pay and a further 4 weeks at half pay,
- Discretionary study leave to support training relevant to your role.
- Paid leave to employees who may need to take one day off a year when a religious festival falls on a workday.
- Up to 5 days paid time off for dependents per financial year.
- Opportunity to apply for up to 2 days (14 hours) paid leave per year to participate in volunteering activities relevant to the role.
- Access to a workplace pension scheme, administered by NEST, with a minimum 5% employee contribution and 3% employer contribution from commencement of employment.
- Access to our Employee Assistance Programme (EAP) which includes 24/7 telephone service and counselling.

*Note all of the above days per annum stated are pro rata'd for part time employees.*

**If you'd like to find out more about this role**, please read through the job description and our person specification. When you apply, please send a CV and address the points in the person specification in an accompanying supporting statement. Your statement should be no more than 2 sides of A4.

**Deadline for applications** – Friday 23<sup>rd</sup> February midday by email to [admin@respond.org.uk](mailto:admin@respond.org.uk) marking the subject as "Psychotherapy Service Manager Application"

**Interviews** - Thursday 29<sup>th</sup> February and Friday 1<sup>st</sup> March

**Start date** – as soon as possible