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| Job title:  | Trauma Therapist – Team Lead -Permanent -Full or Part-time                                                                                                                                                                                                                              |
| Location:   | Dublin- onsite work location.                                                                                                                                                                                                                                                           |
| Reports to: | Ruhama Head of Services                                                                                                                                                                                                                                                                 |
| Purpose:    | The post holder will be responsible for leading the trauma therapy team whilst also providing short, medium, and long-term trauma therapy/counselling and trauma informed interventions to women impacted by prostitution and human trafficking for the purpose of sexual exploitation. |
| Hours       | Flexible, full or part time across day and evening.                                                                                                                                                                                                                                     |

**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 following up on actions arising.
- Assess risk and allocate cases appropriately to counsellors, maintaining oversight of workloads and supervision needs
- Manage the counselling waiting list to ensure equitable and timely access to services
- Oversee service-user records and processes to ensure compliance with organisational standards.
- Attend line management support and supervision with the Head of Services.

**Client work and Interventions**

- To undertake therapy/counselling specific initial assessment of need with service users in relation to Trauma/PTSD utilising a trauma informed approach.
- To use a three-phase approach of (a) building safety, (b) processing trauma, (c) reconnecting with life when working with service users.
- To actively manage the counselling waiting list.
- To conduct risk assessments and implement risk management plans as appropriate.
- To provide evidence-informed therapeutic interventions, both individual and group, to service users.
- To provide short/medium term trauma therapy and therapeutic interventions.
- To provide one to one brief interventions and provide on-site critical incident response/s when the need arises.
- To inform and facilitate clients in accessing other appropriate mental health supports

- Support clients who may be presenting with suicide ideation.

### **Documentation and reporting**

- To keep up to date with developments in relation to trafficking for sexual exploitation
- Maintain service user records and clinical notes in accordance with Ruhama's recording keeping procedures.
- To be vigilant to any Health, Safety and Welfare risks in the workplace and bring any concerns to the attention of your line manager or Health & Safety Officer.
- To be aware of the Children's First Guidelines, and Vulnerable Adult and Child Protection Policy in Ruhama and bring concerns to the attention of the (Designated Liaison Officer).
- To monitor, track, evaluate and document all work.
- To comply with all Ruhama policies and procedures.
- To maintain a clinical caseload in proportion to other duties of the role.
- Maintain accurate, confidential records of clinical practice in line with code of conduct, ethics and to operate within the organisations policies and procedures.
- To engage in administrative duties as required for the delivery of the service
- To liaise with referral agents and relevant others to ensure appropriate referral to the service, manage communication regarding referral and other queries.
- To play an active role in the promotion and development of the service
- To engage in clinical audit, quality initiatives and service evaluation.

### **Collaboration and teamwork**

- To support the on-going development of a trauma counselling service which reflects the complex needs of service users.
- Attend practice team, organisational and external meetings as required.
- Assist in the development & delivery of group facilitation & training programmes
- To attend for regular external clinical supervision in accordance with professional code of ethics and organisational 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 Ruhama.

### **PERSON SPECIFICATION**

|                      | <b>Essential</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>Desirable</b>                                                                                                                                                                                                                                                             |
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| <b>Qualification</b> | <ul style="list-style-type: none"> <li>• A degree in counselling/psychotherapy, <b>Or</b></li> <li>• A Diploma in counselling <b>and</b> a Degree in Psychology, Social care or Social work.</li> <li>• Over one-year Full accreditation as a counsellor/psychotherapist the Irish Association for Counselling and Psychotherapy (IACP), Irish Association of Humanistic and Integrative Psychotherapy (IAHIP) or a relevant body within the Irish Council for Psychotherapy (ICP), is essential.</li> <li>• Eligible to enter the CORU registration process.</li> </ul> | <ul style="list-style-type: none"> <li>• Supervisor qualification.</li> <li>• Masters in counselling/psychotherapy</li> <li>• Fully qualified as EMDR (Eye Movement Desensitisation &amp; Reprocessing) practitioner.</li> <li>• Fully qualified as EFT Emotional</li> </ul> |

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| Knowledge             | <ul style="list-style-type: none"> <li>• A knowledge of complex trauma, including how the Autonomic Nervous System works.</li> <li>• A knowledge of the impact of prostitution and sex trafficking on individuals' physical, emotional and psychological development.</li> <li>• Knowledge and understanding of gender-based violence, including prostitution.</li> <li>• Demonstrates a working knowledge in the complexities faced in delivering services to service users in challenging environments.</li> <li>• Knowledge and interest in social justice &amp; human rights.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | A knowledge of homelessness, immigration and substance misuse.                                                                                                                                                                                                                                                                                                                                                       |
| Experience<br>&Skills | <ul style="list-style-type: none"> <li>• Have a minimum of 3 years <u>post qualification</u> experience with an ability to show that at least 1 of these years includes experience of working with trauma.</li> <li>• Three years relevant supervisory or management experience.</li> <li>• Assessing clients' suitability for counselling/psychotherapy.</li> <li>• Working within a range of therapeutic approaches.</li> <li>• Providing short- and long-term therapy contracts.</li> <li>• Excellent listening and interpersonal skills.</li> <li>• Excellent relational skills and ability to build therapeutic relationship.</li> <li>• Demonstrate empathy and have a clear understanding of trauma and PTSD.</li> <li>• Ability to manage challenging behaviour and issues which may include responding to suicide/suicide ideation.</li> <li>• Ability to maintain confidentiality within the guidelines and policies of Ruhama and relevant accreditation body.</li> <li>• Excellent administrative report writing and IT skills including experience and competence in using a CRM software system.</li> <li>• Experience of developing and delivering a range of clinical &amp; psychoeducational sessions with traumatised clients in one-to-one and group settings</li> <li>• Operating notification procedures in relation to child protection</li> <li>• Assessing risk and manage it appropriately.</li> </ul> | <ul style="list-style-type: none"> <li>• Language skills, particularly Romanian, Portuguese, Spanish.</li> <li>• Ability to speak other languages</li> <li>• Frontline experience working with a vulnerable cohort including experience of crisis support and case management model.</li> <li>• Incorporating relevant legislation, agreed policy directives and professional guidance into work practice</li> </ul> |

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|                                                | <ul style="list-style-type: none"> <li>• Experience of conducting client assessments</li> <li>• Experience of multidisciplinary Teamwork.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
| Competencies<br>Core                           | <ul style="list-style-type: none"> <li>• High motivation and enthusiasm with a positive attitude and flexible in response to organisation change &amp; development</li> <li>• Operating professional and personal boundaries.</li> <li>• Ability and willingness to effectively contribute to the teamwork environment of Ruhama</li> <li>• Managing client records effectively and to produce reports as required.</li> <li>• Influencing and negotiation skills</li> <li>• Commitment to providing the highest levels of quality service.</li> <li>• Respect for others</li> <li>• Openness to change</li> <li>• Commitment to health &amp; safety</li> </ul> |  |
| Client<br>Centeredness                         | <ul style="list-style-type: none"> <li>• Promoting choice, independence, health and wellbeing.</li> <li>• Focused on outcomes</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |
| Effectiveness<br>&<br>Professional<br>Practice | <ul style="list-style-type: none"> <li>• Commitment to effective Professional Practice and adherence to code of ethics including a commitment to practice and professional development</li> <li>• Analysis &amp; problem solving</li> <li>• Initiative and taking responsibility</li> <li>• Engage in reflective practice, support / supervision with designated supervisor.</li> </ul>                                                                                                                                                                                                                                                                         |  |

#### Other

- Flexibility around working hours is essential.
- Must have permission to work in Ireland.
- Full Clean Irish driving licence and use of a car is essential.
- Garda Vetting will apply.

**Ruhama is an equal opportunities employer**