

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.
Salary	Salary scale €53,684 - €59,406 for 35 hours per week. Any part time appointment will be paid pro rata.

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 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

	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Masters in counselling/psychotherapy Or • A Diploma/Degree in counselling/Psychotherapy and a Degree in Psychology, Social care or Social work. • 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 	<ul style="list-style-type: none"> • Supervisor qualification. • Fully qualified as EMDR (Eye Movement Desensitisation & Reprocessing) practitioner. • Fully qualified as EFT Emotional

	<p>the Irish Council for Psychotherapy (ICP), is essential.</p> <ul style="list-style-type: none"> • Eligible to enter the CORU registration process. 	<p>Freedom Technique practitioner.</p>
Knowledge	<ul style="list-style-type: none"> • A knowledge of complex trauma, including how the Autonomic Nervous System works. • Demonstrates a working knowledge in the complexities faced in delivering services to service users in challenging and complex environments. • Knowledge and interest in social justice & human rights. 	<ul style="list-style-type: none"> • A knowledge of homelessness, immigration and substance misuse. • A knowledge of the impact of prostitution and sex trafficking on individuals' physical, emotional and psychological development. • Knowledge and understanding of gender-based violence, including prostitution.
Experience & Skills	<ul style="list-style-type: none"> • 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. • Three years relevant supervisory or management experience. • Assessing clients' suitability for counselling/psychotherapy. • Working within a range of therapeutic approaches. • Providing short- and long-term therapy contracts. • Excellent listening and interpersonal skills. • Excellent relational skills and ability to build therapeutic relationship. • Demonstrate empathy and have a clear understanding of trauma and PTSD. • Ability to manage challenging behaviour and issues which may include responding to suicide/suicide ideation. • Ability to maintain confidentiality within the guidelines and policies of Ruhama and relevant accreditation body. • Excellent administrative report writing and IT skills including experience and competence in using a CRM software system. • Experience of developing and delivering a range of clinical & psychoeducational sessions with 	<ul style="list-style-type: none"> • Ability to speak other languages, particularly Romanian, Portuguese, Spanish. • Frontline experience working with a vulnerable cohort including experience of crisis support and case management model. • Incorporating relevant legislation, agreed policy directives and professional guidance into work practice.

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

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