



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120  
REGISTERED CHARITY #1085351 · [OTRBRISTOL.ORG.UK](http://OTRBRISTOL.ORG.UK)

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## **Job Pack** **Therapies Team Supervisor**

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is **02/06/2024 at 11.59pm** and interviews will be held on week commencing **17/06/2024**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact [recruitment@otrbristol.org.uk](mailto:recruitment@otrbristol.org.uk)

## Role Summary

<b>Job Title</b>	Therapies Team Supervisor
<b>Salary</b>	OTR Band B+   Starting salary £30,610 fte (£15,305 pro rata)
<b>Hours</b>	18.75 per week   0.5fte
<b>Contract</b>	Permanent
<b>Leave</b>	Flexible - our basic entitlement is 38 days (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
<b>Pension</b>	With The People's Pension - up to 3% employer contribution on qualifying earnings
<b>Location</b>	Based at OTR, 8-10 West Street, St Philips, Bristol, BS2 0BH and in locations across Bristol and South Glos.
<b>Accountable to</b>	Team Manager (Therapies)
<b>Job Purpose</b>	<ul style="list-style-type: none"> <li>● To provide integrative supervision to qualified and student therapists within OTR who are working with young people between the ages of 11-25.</li> <li>● To provide therapy assessments for young people accessing our one-to-one services.</li> <li>● There is the opportunity to create training and hold reflective practices to all staff and volunteers.</li> <li>● To support staff and volunteer therapists with safeguarding and risk management.</li> <li>● To be responsible for safeguarding cover duties in OTR's Old Market premises</li> </ul>
<b>Key Relationships</b>	<ul style="list-style-type: none"> <li>● Head of Taking Therapies Manager</li> <li>● Services Assessment Manager</li> <li>● All staff and volunteer therapists</li> <li>● Young people, carers and parents</li> </ul>

## Role Description

<b>Supervision/ Therapeutic support</b>	<ul style="list-style-type: none"> <li>● To provide group and one-to-one supervision for therapists working and volunteering within OTR.</li> <li>● To complete initial assessments with young people for our trainee therapists to assess suitability, safeguard and support them, and to make sure young people receive the right support.</li> <li>● To offer therapy to a small caseload of young people.</li> <li>● To develop and deliver training sessions, reflective practices, information and awareness around issues young people are facing.</li> <li>● To work in an anti-oppressive way and understand the implications for therapists, children and young people, the family and the wider community.</li> <li>● To attend supervision of supervision.</li> <li>● To work with the therapies team manager, Therapies volunteer coordinator and the administrator to provide a safe and smooth-running service for a group of wonderful and passionate therapists.</li> <li>● To work within and abide by the ethical framework of your professional governing body (e.g. BACP, HCPC).</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>● Contribute to the development of best practice within the service.</li> <li>● To commit to the core values of OTR, including young people's empowerment and participation.</li> <li>● To work within the spirit and framework of all OTR policies, governance, and delivery philosophy and to keep up to date with relevant training and professional development, especially in relation to Equality, Participation, Confidentiality, Vulnerable Adults and Child Protection and Safeguarding.</li> <li>● To attend training as required.</li> <li>● To ensure all paper and electronic personal records are managed and stored safely at all times.</li> <li>● To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.</li> <li>● To work ethically and hold the best interest of the young people we support through prioritising professionalism, communication and consent, keep appropriate records and confidentiality.</li> </ul>

## Person Specification

	Essential	Desirable
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>● A recognised psychotherapy qualification.</li> <li>● Training/CPD in supervision.</li> </ul>	<ul style="list-style-type: none"> <li>● Accredited by the British Association of Counselling and Psychotherapy or the UK Council for Psychotherapy.</li> <li>● A recognised supervision qualification or working towards this.</li> <li>● Further qualification in working with children, young people and families.</li> <li>● Training in group work.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>● Experience of holding group supervision, training and reflective practices.</li> <li>● At least three years' experience working as a therapist with young people.</li> <li>● At least 1 years' experience of working as a therapist supervisor.</li> <li>● Experience working with therapists and young people from a diverse range of social, economic and cultural backgrounds.</li> <li>● Experience of working in a charity that offers a wide range of services.</li> <li>● Experience of assessments.</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of supporting student therapists.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>● An understanding of different therapeutic modalities including an understanding of appropriate criteria for referrals.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>● Resilient; able to model good self care.</li> <li>● Values led with a personal commitment to equality, diversity, social justice and change.</li> <li>● A strong personal interest in and commitment to the mental health and wellbeing of children and young people.</li> </ul>	

## About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 59-year history and is proud to be reaching more young people than ever before (over 20,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing info and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all of our work. We believe in celebrating diversity, empowering and mobilising young people to make change, and that catering to the unique strengths, interests and circumstances surrounding young people is key. Our approach centres on collaboration and partnership, building relationships between individuals, peers and communities.

Each day is as engaging and fulfilling as the last, and with a network of supportive, community minded people, we hope you'll feel welcome here. As a thank you, we like to compensate our employees for the important work they do with a range of benefits including a flexible leave policy (38 days), healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, free yoga and reiki, and more (subject to contractual terms and conditions).

At OTR, whatever your role or professional background, you will be expected to work in a way that is anti-oppressive and inclusive. A key focus for OTR is to develop an organisation that is inclusive for all but we do not claim to be experts in this. We are committed to continuous learning and improvement in these areas and invite you to join us on this journey.

OTR recognises the benefits to individual practice and organisational credibility of having a diverse community of staff and volunteers and to this end is continually working towards building and maintaining an environment which values and pursues diversity accordingly.

We recognise that tackling systemic inequality, prejudice, racism and oppressive practice requires each of us to actively engage, self-examine and make changes where necessary, in order to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none"> <li>● We believe that our offer should be inclusive of all cultures and identities</li> <li>● We believe that young people have unique strengths, interests and circumstances</li> <li>● We believe that the world around us impacts our wellbeing</li> <li>● We believe in placing young people at the heart of our work</li> <li>● We believe in innovating and evolving to improve our offer for young people</li> <li>● We believe that relationships are what make the difference</li> <li>● We believe in the power of partnerships</li> </ul>	<ul style="list-style-type: none"> <li>● Collaboration</li> <li>● Diversity</li> <li>● Learning</li> <li>● Sharing</li> <li>● Participation</li> <li>● Self-efficacy</li> <li>● Self-care</li> <li>● Transparency</li> <li>● Agency</li> <li>● Creativity</li> <li>● Social Action</li> <li>● Pragmatism</li> </ul>	<ul style="list-style-type: none"> <li>● We're accommodating</li> <li>● We're integrated</li> <li>● We're thoughtful</li> <li>● We're supportive</li> <li>● We're open</li> <li>● We're resourceful</li> <li>● We're resilient</li> <li>● We're communicative</li> <li>● We're independent</li> <li>● We're imaginative</li> <li>● We're motivated</li> <li>● We're adaptable</li> </ul>