



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH • 0808 808 9120
REGISTERED CHARITY #1085351 • OTRBRISTOL.ORG.UK

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 an equal platform for all applications 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 **31st July at 11.59pm** and interviews will be held on week commencing **11th August 2025**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

We are operating a rolling application process, meaning that we will shortlist and interview as and when candidates apply. Recruitment will be closed when the positions are filled, so we recommend that you submit your application as soon as possible to avoid disappointment.

To have an informal discussion about the role, contact **Claire Dean** - claire@otrbristol.org.uk

Safeguarding

OTR is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, trustees, and volunteers to share this commitment.

As part of our Safer Recruitment practices, all roles involving contact with young people will be subject to robust pre-employment checks, including references, a full employment history, and an enhanced Disclosure and Barring Service (DBS) check. Where applicable, overseas criminal record checks will also be required.

We are dedicated to creating a culture of vigilance, transparency, and accountability. Our safeguarding procedures are guided by the principle that the welfare of the child is paramount, and all staff are required to adhere to OTR's Safeguarding and Child Protection Policy.

Role Summary

Job Title	Therapies Team Supervisor
Salary	OTR Band B+ Starting salary £30,610 (pro rata)
Hours	18.75 hours per week 0.5 fte
Contract	Permanent
Leave	Flexible - our basic entitlement is 32 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.
Pension	With The People's Pension - 3% employer contribution on qualifying earnings
Location	Based at OTR, 8-10 West Street, St Philips, Bristol, BS2 0BH with regular working from home days.
Accountable to	Team Manager (Therapeutic Services)
Job Purpose	<ul style="list-style-type: none"> € To provide clinical supervision to qualified and student therapists within OTR who are working with young people between the ages of 11-18. € To support staff and volunteer therapists with safeguarding and risk management. € To assist with the assessment and allocation of clients referred for psychological therapy and wellbeing services.
Key Relationships	<ul style="list-style-type: none"> • Team Manager (Therapeutic Services) • Administrator (Therapeutic Services) • OTR staff and Volunteer Therapists • Young people, carers and parents.

Role Description

Supervision/ Therapeutic support	<ul style="list-style-type: none">• To provide group and 1:1 clinical supervision for Therapists working and volunteering within OTR.• To work in an anti-oppressive way and understand the implications for therapists, children and young people, the family, and the wider community.• To attend supervision of supervision.• To work within and abide by the ethical framework of your professional governing body (e.g. BACP, HCPC)• To contribute to the client assessment and allocation processes.• To contribute to safeguarding and risk management processes.
General	<ul style="list-style-type: none">• Contribute to the development of best practice within the service.• To commit to the core values of OTR, including young people's empowerment and participation.• 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.• To ensure all paper and electronic personal records are managed and stored safely at all times.• To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.• 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.

Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • A recognised counselling/therapist qualification, at least to diploma level. • Holding a recognised qualification in supervision. 	<ul style="list-style-type: none"> • Accredited by the British Association of Counselling and Psychotherapy or the UK Council for Psychotherapy. • Further qualification in working with children, young people and families. • Training in group work.
Experience	<ul style="list-style-type: none"> • Significant experience working as a therapist with young people. • Demonstrable experience of working as a Clinical Supervisor. • Experience working with therapists and young people from a diverse range of social, economic and cultural backgrounds. • Experience of holding group supervision and reflective practices. • Experience of assessment and allocation processes. 	<ul style="list-style-type: none"> • Experience of supporting volunteer/student therapists. • Experience of working in a charity that offers a wide range of services. • Experience of delivering training.
Knowledge	<ul style="list-style-type: none"> • An understanding of different therapeutic modalities including an understanding of appropriate criteria for referrals. • Knowledge of national and local safeguarding policies and procedures • Knowledge of BACP (or another) ethical framework 	<ul style="list-style-type: none"> • Knowledge of brief therapy models of working. • Knowledge of child and adolescent development • Awareness of how to engage and work effectively with 11-18-year-olds.
Skills & Abilities	<ul style="list-style-type: none"> • A deep understanding of relevant clinical knowledge and practices. • Effective communication, including active listening, clear feedback delivery, and facilitation of open dialogue • Building strong, supportive relationships with supervisees • Assisting supervisees in navigating complex clinical situations and developing effective problem-solving strategies • Upholding ethical and legal standards, and serving as a model of professional conduct 	<ul style="list-style-type: none"> • Demonstrating a commitment to continuous professional development and staying updated on best practices • Ability to work within a team and contribute to team and Organisational outcomes. • Effective working with other professionals both within OTR and externally.

Personal qualities	<ul style="list-style-type: none"> • Values led with a personal commitment to equality, diversity, social justice and change. • A strong personal interest in and commitment to the mental health and wellbeing of children and young people. • Being aware of and sensitive to cultural differences and how they impact the therapeutic relationship. 	<ul style="list-style-type: none"> • Being flexible and responsive to the supervisee's individual needs • Resilient; able to model good self-care.
Other	<ul style="list-style-type: none"> • Awareness of self-care and wellbeing needs • Self- motivated and able to organise and prioritise their workload 	<ul style="list-style-type: none"> • Experience using a case management system. • Experience using Microsoft tools

About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 60-year history and is proud to be reaching more young people than ever before (over 17,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing information and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all 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, healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, and many in-house events and initiatives.

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, to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What we value:

- **Championing Humanity:** valuing the inherent dignity of each and every person, supporting and celebrating expression of identity in all its forms

- **Being Curious:** taking an interest in how things work and could be improved, noticing and exploring perceptions and experiences whether collective or individual
- **Positive Disruption:** naming systems, structures, and attitudes that hinder supportive social change, seeking ways to overturn barriers to progress
- **Seed Sowing:** with an eye to the potential of the long term, seizing present moments and opportunities to set in motion shifts to benefit young people
- **Deeply Rooted:** carefully developing systems and processes that ensure our operations are secure, safe and dependable, supporting effective communication and making accountability clear

What we believe:

- Our offer should be inclusive of all cultures and identities
- Young people have unique strengths, interests and circumstances
- The world around us impacts our wellbeing
- Placing young people at the heart of our work
- Innovating and evolving to improve our offer for young people
- Relationships are what make the difference
- The power of partnerships