

## Young People Counsellor

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| <b>Job Title:</b>                 | Young People Counsellor                                                                                                                                                                            |
| <b>Salary:</b>                    | £28,879.24 (pro rata salary £14,049.36)                                                                                                                                                            |
| <b>Working pattern:</b>           | 18 hours a week until 31 <sup>st</sup> March 2027<br>(15 hours a week from 1 <sup>st</sup> April 2027 – 31 <sup>st</sup> October 2029)                                                             |
| <b>Holidays:</b>                  | 28 days plus bank holidays (pro-rata)                                                                                                                                                              |
| <b>Contract:</b>                  | Fixed term contract to 31 <sup>st</sup> March 2027<br>(extension as a fixed term 15 hour contract from 1 <sup>st</sup> April 2027 until 31 <sup>st</sup> October 2029)                             |
| <b>Working base:</b>              | Acorn Centre, 101a Station Parade,<br>Harrogate, HG1 1HB<br><br>Ripon venue tbc                                                                                                                    |
| <b>Reports to:</b>                | Young People Service Manager                                                                                                                                                                       |
| <b>Checks needed:</b>             | Enhanced Adult and Children DBS,<br>2 satisfactory references                                                                                                                                      |
| <b>Additional staff benefits:</b> | Contribution to Monthly Counselling Clinical Supervision, Workplace pension scheme and Employer contribution to pension, 24hour counselling helpline service for staff, staff clinical supervision |

### About Mind in Harrogate District

Mind in Harrogate District is a local mental health charity dedicated to improving mental wellbeing, resilience and quality of life across Harrogate District. Through accessible services including counselling, wellbeing support, information and guidance, and mental health drop-ins for young people and adults, we help people access support when they need it most. We work closely with schools, GP practices, health services, local authorities and voluntary sector partners to ensure people can find the right support at the right time. Our approach is humanistic/pluralistic, trauma-informed and preventative, focusing on early intervention, reducing barriers to support, and empowering individuals to improve their mental health and wellbeing.

### The Role

Mind in Harrogate District is seeking an experienced and compassionate Young People's Counsellor to provide one-to-one therapeutic support to young people aged 11-25 years across Harrogate and Ripon. The role will focus on delivering short-term, humanistic/pluralistic counselling interventions using a 10-session model for young people aged 11-18 who present with two or more identified risk factors. These may include poor coping skills, anger management difficulties, mental health concerns, family conflict, domestic abuse, poor educational engagement, social isolation, behavioural concerns, and other vulnerabilities affecting emotional wellbeing. Alongside

counselling delivery, you will facilitate weekly mental health drop-ins, undertake comprehensive assessments, manage risk and safeguarding concerns, and work collaboratively with schools, CAMHS, Early Help, GPs, police and other partner agencies to ensure young people receive the support they need. You will be committed to delivering a safe, ethical, and accessible counselling service that supports positive mental health outcomes for young people across the district.

### **Job Description**

- Deliver one-to-one, short-term person-centred counselling using a 10-session intervention model to young people aged 11-25 years.
- Provide counselling for young people aged 11-18 years who meet eligibility criteria and present with two or more identified risk factors.
- Deliver weekly young people mental health drop-in sessions within community settings in Harrogate and Ripon.
- Conduct comprehensive assessments, including risk assessments, suitability assessments and outcome measures.
- Ensure clients are appropriately onboarded, supported and discharged from the service.
- Complete regular reviews throughout counselling to assess wellbeing, progress and service effectiveness.
- Effectively manage appointments and communicate attendance, absences, cancellations and delays with clients, line managers and safeguarding professionals as required.
- Develop positive therapeutic relationships that promote resilience, emotional wellbeing and recovery.
- Maintain accurate, timely and confidential clinical records in accordance with organisational policies and professional standards. Work within the BACP Ethical Framework and ensure compliance with BACP Quality Standards.
- Identify, assess and respond appropriately to safeguarding concerns and risks.
- Escalate safeguarding concerns to the Designated Safeguarding Lead and Line Manager in line with organisational procedures.
- Promote safeguarding and the welfare of children and young people at all times. · Work confidently with young people presenting with self-harm, suicidal ideation, emotional distress and other complex risks.
- Liaise and work collaboratively with schools, GPs, CAMHS, Early Help, police, youth services and other partner agencies involved in supporting young people.
- Support promotion and awareness-raising of the service across Harrogate District.
- Support service monitoring, evaluation and client feedback activities in partnership with the management team.
- Collect and record outcomes data in line with contractual and reporting requirements.

- Attend and participate in clinical supervision and line management meetings in accordance with professional and organisational requirements.
- Maintain up-to-date CPD records and participate in mandatory training.
- Keep informed of developments in counselling practice, safeguarding legislation and mental health provision for children and young people.
- Report and document incidents, complaints, accidents and concerns in line with organisational procedures.
- Carry out all duties in line with safeguarding, governance, confidentiality, data protection and organisational policies.

## About You

You will be a qualified counsellor with experience of supporting children and young people experiencing emotional wellbeing and mental health difficulties. You will have experience working with complex presentations, undertaking risk assessments and managing safeguarding concerns. You will be confident working independently, whilst also building strong partnerships with schools, healthcare professionals and external agencies. Most importantly, you will be empathetic, approachable and professional, with a strong commitment to delivering high-quality counselling services that improve outcomes for vulnerable young people.

## Person Specification

| Person Specification                                                                                              | Essential / Desirable |
|-------------------------------------------------------------------------------------------------------------------|-----------------------|
| <b>Qualifications</b>                                                                                             |                       |
| Counselling and Psychotherapy qualification at Level 4 Diploma, Post-Graduate Diploma, Advanced Diploma or above. | E                     |
| Counselling Children and Young People qualification                                                               | E                     |
| Member of an ethical framework (for example: BACP, UKCP or NCPS)                                                  | E                     |
| Commitment to ongoing professional development and training.                                                      | E                     |
| <b>Experience</b>                                                                                                 |                       |
| Experience delivering individual counselling or therapy with young people.                                        | E                     |
| Experience delivering face-to-face counselling interventions.                                                     | E                     |
| Experience working with children and young people experiencing mental health and emotional wellbeing challenges.  | E                     |
| Experience conducting assessments, reviews and planned endings.                                                   | E                     |
| Experience managing safeguarding concerns and child protection issues.                                            | E                     |
| Experience of working with young people presenting with self-harm, suicidal ideation or elevated risk.            | E                     |
| Experience facilitating drop-in provision.                                                                        | D                     |
| Experience working within community or voluntary sector settings.                                                 | D                     |

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| <b>Knowledge and understanding</b>                                                                    |   |
| Knowledge of safeguarding legislation, policies and procedures relating to children and young people. | E |
| Understanding of working alongside an ethical framework and professional practice standards.          | E |
| Understanding of risk management and crisis intervention.                                             | E |
| Knowledge of factors impacting young people's emotional wellbeing and mental health.                  | E |
| Understanding of confidentiality, GDPR, equality, diversity and inclusion principles.                 | E |
| Knowledge of local support services and referral pathways for young people.                           | D |
| <b>Skills and abilities</b>                                                                           |   |
| Excellent communication, listening and interpersonal skills.                                          | E |
| Ability to establish effective therapeutic relationships with young people.                           | E |
| Ability to manage a caseload and prioritise workload effectively.                                     | E |
| Ability to maintain accurate clinical records and outcome data.                                       | E |
| Ability to work independently with minimal supervision.                                               | E |
| Ability to work collaboratively with colleagues and external agencies.                                | E |
| Strong organisational skills and attention to detail.                                                 | E |
| Ability to exercise sound professional judgement and decision-making.                                 | E |
| <b>Special requirements</b>                                                                           |   |
| Willingness to undertake further training, regular supervision and clinical supervision               | E |
| Enhanced DBS clearance (Adults and Children)                                                          | E |
| Ability and willingness to travel between Harrogate and Ripon locations.                              | E |
| Flexible approach to working hours in line with service needs                                         | E |
| Right to work in the UK                                                                               | E |

If you have any questions regards the role, please contact Mind in Harrogate District on 01423 503335. Recruitment lead is Lucy Gifford, Head of Services.