

LGBTQ+ Counsellor

Job title	LGBTQ+ Counsellor
Accountable to	Wellbeing Manager
Based at	Old School House, Shoreham-by-sea, BN43 6PA
Contract	Working Agreement - paid upon monthly invoice
Hours	The hours can be worked flexibly by arrangement and will involve occasional evenings.
Pay	£25-£30ph depending on specialism and experience. £10 per hour for admin time. Clinical Supervision costs (by arrangement)
Application Deadline	4pm on Thursday 1st October 2020
Interview dates to be confirmed	Between Mon 5th - Thursday 8th October 2020
Start Date	From Tues 20th October 2020 - with view to doing an Induction session before starting sessions. There is flexibility in this.
How to apply	You will need to complete an application form which you can find on our website: http://esteem.org.uk/jobs-board/ or contact kerry.lum@esteem.org.uk for an application pack

Job Description

The True Self project is a year-long, youth-led pilot project. This is an additional plug-in to ESTEEM's core work which involves young people and adults aged 14-26 in opportunities to develop confidence, build life-skills and improve well-being.

The True Self project aims to support 14-26yr old LGBTQ+ people in the local community, with a focus on creating extra support, specifically for Trans people, with their transition and wider challenges.

“We want the LGBTQ+ community to feel included, to live their full life and be reassured that things can be worked out. There is hardly any support for young transgender people in transitioning, besides the gender clinic. At the clinic the waiting lists are very long because of the lack of resources and staff they have. So, in the meantime, whilst a young person is waiting for the gender clinic we want to provide listening, support, advice and a counselling service to help them come to terms with being Trans and the changes that comes with it.” Ethan, Youth Lead.

We are looking for a Trans identified person with knowledge, experience and understanding of healthcare, GIC & mental health needs of Trans and LGBTQ+ people.

Ideally you will have experience of working with young LGBTQ+ people. It’s important you can show understanding of the development stages in young adults, offer respect and encouragement to them, upon their journey.

You would be seeing young adults at The Old School House or online due to the Covid-19 pandemic. The LGBTQ+ Counsellor will aim to help young adults to explore feelings and emotions that are often related to their experiences. This allows young people to reflect on what is happening to them and consider alternative ways of doing things. As a counsellor you will not give advice, but help young adults to make their own choices.

Working in a confidential setting, you'll listen attentively to young adults, offering them time, empathy and respect. With the aim of reducing confusion and increasing their ability to cope with challenges, or to make positive changes in their life.

Applicants must be qualified counsellors/therapists and be BACP Registered or Accredited, or registered with another recognised professional body (e.g. HPC, UKCP). You will be required to undergo an enhanced DBS and we also wish to obtain references.

Key Responsibilities

As a counsellor, you'll need to:

- establish a safe, bounded relationship with young adults, offering trust and respect
- agree a counselling contract to determine what will be covered in sessions (including confidentiality issues)
- encourage young adults to talk about issues they feel they cannot normally share with others
- actively listen to young adults' concerns and empathise with their position
- accept without bias the issues raised by young adults
- help young adults towards a deeper understanding of their concerns
- challenge any inconsistencies in what young adults say or do
- help young adults to make decisions and choices regarding possible ways forward
- to maintain awareness of LGBTQ+ related issues, services and developments on a local and national basis
- refer young adults to other sources of help, as appropriate
- to participate in quarterly counsellor meetings, supervision, relevant training and self development
- liaise, as and when necessary, with ESTEEM staff, other agencies and individuals to Safeguard & support around issues raised by young adults
- work to agreed number of sessions with young adults needs
- undertake clinical supervision
- keep records and use reporting tools according to BACP & ESTEEM protocols
- you may be required to do an assessment session to ascertain the suitability of a young person match for ESTEEM's volunteer Trainee Counsellor

Person Specification **Essential** **Desirable**

Knowledge & Experience	Essential	Desirable
Personal understanding and broad experience of trans issues.	✓	
Experience and understanding of LGBTQ+ mental health issues. Personal experience including gender dysphoria will be viewed positively.	✓	
Knowledge and understanding of Trans care pathways, related services, research and legislation.	✓	
BACP Accredited		✓
Sound knowledge and understanding of BACP Code of Ethics	✓	
UK recognised Counselling or Psychotherapy qualification	✓	
Experience of an affirmative approach to LGBTQ+ mental health issues	✓	
Ability to assess the needs of clients and provide appropriate service for them		✓
To have a minimum of 1 year working with young LGBTQ+ people		✓
Skills and Abilities		
Confident to work autonomously, managing own caseload and to communicate with team when required	✓	
Excellent communication and interpersonal skills	✓	
The ability to be supportive and empathetic and work in a trauma informed way	✓	
Ability to share expertise within the parameters of confidentiality	✓	
Personal Attributes		
Demonstrate and promote ESTEEM's core values	✓	

Approachable and flexible work ethic	✓	
Other Work Requirements		
Understanding of and demonstrable commitment to equal opportunities and understanding of diversity within LGBTQ communities	✓	
Commitment to the protection and safeguarding of children, young people and vulnerable adults	✓	