

JOB DESCRIPTION

Job title: Grief in Pieces Suicide Bereavement Liaison (x2)

Service: Grief in Pieces Support for Suicide Loss (PTWS Department)

Responsible to: Deputy Director of Psychological Therapies and Wellbeing Services/
Clinical Director

Salary: Starting salary is £31,438.42 per year (Full-time equivalent), (SC6-SP26),
which equates to £18,863.05 per year at 22.5 hours per weeks or £25,150.74 at 30 hours per
week

Hours: 22.5 hours/ 30 hours

Contract Type: Fixed Term until 31st March 2025

Location: Tudor Road E9, London

About Mind in the City, Hackney and Waltham Forest:

We are a multi-disciplinary provider of specialist mental health services and a part of the Mind Federation.

We promote both recovery from ill health for people with recurrent and enduring mental health difficulties and early intervention for those at risk of developing mental health issues, or who struggle with common mental health conditions.

We currently support around 5,000 people a year through a variety of services focusing on psychological, social, economic and workplace wellbeing, and support minoritised communities.

Our values are:

- **Connected:** Creating a compassionate and supportive community.
- **Fair:** We strive for equity- no-one's needs should go unmet.
- **Brave:** We walk with people, offering help by doing what works - proven or new.

Working with Mind CHWF means you'll be part of a dedicated, passionate, and professional workforce who cares about the work they do and make a real difference to the lives of the people in the City of London, Hackney and Waltham Forest.

We are committed to actively becoming anti-racist in everything we do. This is a critical priority for Mind CHWF. We embrace diversity and understand that being an inclusive organisation that recognises different perspectives, will enable us to provide excellent services.

We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Those with lived experience of Mental Health are encouraged to apply.

DBS clearance for an Adult and Children Workforce at Enhanced level (with Barring) is required for this role.

About the Psychological Therapies & Wellbeing Services Department

Mind CHWF's Psychological Therapies & Wellbeing department has been BACP accredited since 2016 and we specialise in:

- trauma-informed and compassion-focused practice
- lived experience leadership and representation
- 'third wave' cognitive behavioural/evidence-based therapies (group and one to one models based on Acceptance and Commitment Therapy, mindfulness-based therapies, Compassion-focused therapy, and Dialectical Behaviour Therapy)
- a Practitioner Training Programme for our evidence-based model, 'Radical Self-Care (RadSec)', currently undergoing accreditation with BAMBA (British Association for Mindfulness Based Approaches)
- clinical research with our academic and NHS partners (City, University of London and NELFT)
- psychological therapies for:
 - common mental health problems such as anxiety and depression via our Talking Therapies Service for Anxiety and Depression (formerly IAPT - Improving Access to Psychological Therapies). Our Step 2 provision uses 'third wave' group modalities, particularly Acceptance and Commitment Therapy (ACT). Our Step 3 focuses on Person-Centred Existential Counselling for Depression (PCE-CfD).
 - African Caribbean heritage communities (in partnership with our IRIE Mind project),
 - LGBTQ+ communities (in partnership with our Rainbow Mind project)
 - complex developmental trauma and enduring mental health conditions (City and Hackney Wellbeing Network)
 - people who have lost someone to suicide (Grief in Pieces project)
 - alcohol and substance misuse (City and Hackney Recovery Service)

All staff, trainees and volunteers have opportunities to participate in a wide range of in-house and external trainings through our networks. Practitioners in specialist services are offered relevant evidence-based training. At Mind CHWF, we offer significant personal and professional development opportunities, encourage innovation and initiative from our committed and talented practitioners, and offer skill-building and experience of working across multiple projects and modalities in an award-winning mental health organisation.

Introduction and Purpose of the post:

Grief in Pieces: Support for Suicide Loss is part of the Safe Connections partnership, which offers **a dedicated support service for anyone in North East London who has been impacted by suicide loss**- as a loved one, a friend or colleague, a witness, an acquaintance. We offer individual support and therapy, workshops on coping and understanding suicide loss, crisis intervention, family support and longer-term healing support groups, with the opportunity to connect with and even support others who have lost someone to suicide. A strength of our service is the involvement and dedication of people with lived experience of suicide loss in designing and delivering our services.

We aim to normalise the suicide bereavement process and to support growing around the grief, through psychoeducation, active participation, emotional expression, experiential and creative practices and the generalisation of coping skills in everyday life. Our service is CBT and CFT-based, trauma-informed and enhanced by lived experience expertise.

THE ROLE:

We are seeking an experienced mental health practitioner with the understanding, therapeutic skills, personal qualities and compassion for working effectively with those affected by suicide bereavement, to join our Grief in Pieces team. The suitable candidate(s) will work with individuals, groups and communities, offering practical and emotional 1-2-1 (therapeutic) support as well as group-based interventions. The postholder will also support with facilitating events and workshops, as needed, across the boroughs of North East London as well as in local school and community venues.

The postholder(s) will enjoy working independently but will also work well as part of a team, ideally with experience of inter-professional working across health, education and social care. The individual(s) will have experience of or be willing to develop the necessary skills to work in a trauma-informed, compassion-focused and CBT-informed approach, offering a balance of bearing witness to the emotional devastation of traumatic loss and gently facilitating posttraumatic coping and growth.

The postholder will have experience of supporting individuals/ groups with common mental health conditions, disabilities, neurodiversity and complex mental health, and will understand how suicide bereavement may impact these populations. They will have strong interpersonal skills, an enthusiastic work attitude and a flexible approach to the changing work environment.

The suitable candidate(s) will design and deliver specialised groups for clients of the service. These groups will be delivered at times which meet the needs of the client group and may therefore require some working outside office hours.

Main duties and responsibilities:

1. To provide effective 1-2-1 emotional, and practical (therapeutic) support to persons who have been impacted by suicide bereavement. This includes assessing client needs for appropriate onward referrals including individual and group therapy. This will be done with the support of the Deputy Director of PT/ Clinical Director.
2. To support with the planning, preparation, co-delivery and de-briefing of therapeutic groups for the service. This will include providing initial assessment appointments, allocation to specific group interventions alongside necessary follow-up and signposting post group interventions.
3. Work with colleagues to develop robust service procedures and systems to ensure that the service delivers a high-quality service to clients. In particular, the postholder will support with the triaging of all new service referrals and self-referrals, including from Police Real Time Surveillance System (RTSS), across all the boroughs of NEL, responding to all new referrals within 72 hours of receipt of referral.
4. Work closely with Senior Management to ensure that interventions are guided by the BACP practice guidelines while also ensuring that the service is based on trauma informed principles.
5. Support service manager with the delivery of Crisis Response Debriefing (CISD, Psychological Debriefing) as needed by relevant stakeholders. This may also include targeted debriefing interventions for schools, community groups and other spaces that may be impacted by suicide bereavement.
6. Give public presentations and support with ongoing service promotion.
7. Maintain up to date clients records and deliver on requests for case studies/ data related to service provision to support with the Services' robust reporting requirements.

General:

1. To promote Mind in the City, Hackney and Waltham Forest's values and service philosophy and uphold equal opportunities and agreed policies and procedures.
2. To support maximisation of outcomes for projects and programmes, and effective embedding of learning.
3. To promote learning and development and attend appropriate internal, external training courses, supervision and staff away days.
4. To develop team cohesion, team working and a positive "can-do" culture which encourages creativity, learning and high performance.
5. To keep abreast of internal and external developments and respond accordingly.
6. To adhere to relevant legal and statutory requirements including the Data Protection Act (always ensuring an appropriate level of confidentiality), Health and Safety at Work Act (always ensuring H&S of own and others) and any other relevant/charity law.

Personal specification

The remaining sections outlines what criteria will be used to appoint the suitable candidate.

Criteria are marked as (E) are essential and (D) desirable. (I) would indicate which criteria shall be evaluated at the interview.

Experience, Knowledge, Skills, Abilities - Values and Motivations:

Connected: Creating a compassionate and supportive community.

1. A qualified counsellor/psychotherapist/creative therapist with relevant training and/or significant experience in bereavement and loss / working towards qualification (D) (I)
2. Recognised registration/accreditation with UKCP/BACP/HPC/ working towards accreditation or registration (D) (I)
3. Experience of working with individuals/ groups or communities in a therapeutic role. (D) (I)
4. Knowledge of the impact of being bereaved by suicide (E) (I)
5. In-depth knowledge of the theories underpinning grief counselling (D)
6. Experience of needs assessment and care planning (D)
7. Experience of running therapeutic or psychoeducational groups. (D) (I)
8. Safeguarding Vulnerable Adults and Children practice (E) (I)
9. Confidentiality and data protection (E) (I)
10. Ability to coordinate a blended team across the collaboration ensuring excellent organisation, communication and interpersonal skills (E) (I)

Fair: We strive for equity - no-one's needs should go unmet.

1. Experience of supporting individuals, groups or communities who have experienced trauma, including suicide (E) (I)
2. Personal experience of suicide bereavement (D) (I)
3. Demonstrate experience of working with individuals, groups or communities that may have identified neurodiversity or additional support needs (D) (I)
4. Demonstrate ability to work positively with, and supporting, people from culturally diverse backgrounds (D)

Brave: We walk with people, offering help by doing what works - proven or new.

1. Enthusiasm and ability to stay informed on developments in the field of grief counselling. (D)
2. Open to change and able to work flexibly in line with the needs of the service/organisation (E) (I)
3. Commitment to working in partnership with clients, management and staff. (E) (I)
4. Understanding of the challenges faced by people experiencing mental health difficulties (E)

5. Demonstrate a commitment to equality and diversity in the workplace (E)
6. Commitment to safeguarding clients and others you may meet as part of your role (E) (I)
7. Commitment to solution focused working (E)
8. Self-starter (D)
9. DBS Enhanced with Barring (E)