

JOB DESCRIPTION

Job title: Black, African and Caribbean Psychotherapist

Responsible to: Director of IRIE Mind

Salary: Starting salary is SO1-Sp29a £34,934 pro rata (Full-time equivalent) which equates to £20,494.61 per year.

Hours: 22 hours per week

Contract type: Fixed Term until August 2027

Location: The Hub, Homerton Row, Hackney, E9 6ED

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 at Enhanced (without Barring) is required for this role.

About IRIE Mind

IRIE Mind is a culturally specific service within Mind in the City, Hackney and Waltham Forest, delivering a holistic range of psychosocial mental health interventions.

We are a BACP-accredited counselling service, providing high-quality talking therapies alongside a broader offer that includes groups, mental health coaching, and community-based support.

Our work is grounded in supporting Black, African and Caribbean communities, recognising the impact of systemic inequality, racism and intergenerational trauma on mental health. We take a culturally responsive and trauma-informed approach, integrating lived experience, community insight and evidence-informed practice.

IRIE Mind is committed to improving access, engagement and outcomes by offering flexible, person-centred support that meets people where they are, and supports sustainable wellbeing within the community.

Purpose of the post

As part of the IRIE Mind team, the Psychotherapist will provide high-quality, culturally responsive and trauma-informed counselling/psychotherapy to clients.

Working within a BACP-accredited counselling service, the postholder will deliver structured therapeutic interventions of up to 12 sessions, supporting clients to achieve meaningful outcomes within a time-limited model.

The role requires a practitioner who can safely hold and work with complex trauma, including experiences linked to racism, systemic inequality, intergenerational trauma and identity. The postholder will apply culturally informed, integrative and evidence-based approaches to support client recovery and wellbeing.

Working as part of a multidisciplinary team, the postholder will contribute to IRIE Mind's holistic service offer, delivering culturally responsive and trauma-informed talking therapy alongside colleagues delivering psychosocial interventions, including groups, mental health coaching and advocacy, to improve access, engagement and outcomes.

Main duties and responsibilities:

1. Provide high-quality, culturally responsive, trauma-informed counselling and psychotherapy to clients from Black, African and Caribbean communities, integrating anti-discriminatory and anti-oppressive practice throughout.

2. Deliver structured therapeutic interventions of up to 12 sessions, working in a focused and goal-oriented way, with clear beginnings, middles and endings.
3. Carry out comprehensive clinical assessments, formulation and treatment planning for clients presenting with a wide range of mental health needs, including complex and developmental trauma.
4. Demonstrate the ability to safely hold and work therapeutically with complex trauma, including experiences linked to racism, systemic inequality, intergenerational trauma and identity.
5. Apply a clear therapeutic rationale, drawing on integrative, evidence-informed and culturally grounded approaches appropriate to client need.
6. Work in a client-centred and holistic way, supporting clients to identify goals, build resilience and achieve meaningful therapeutic outcomes.
7. Maintain a strong focus on engagement, attendance and completion, working proactively to reduce DNAs and support clients through to planned endings.
8. Manage an allocated caseload effectively, ensuring timely access to therapy and maintaining appropriate throughput in line with service expectations.
9. Work as part of a stepped and integrated care approach, contributing to decisions regarding suitability for therapy, brief interventions or onward referral.
10. Accurately record all clinical work, including assessments, session notes, outcomes and risk, using organisational systems such as Salesforce, ensuring high standards of data quality.
11. Routinely collect and utilise outcome measures such as PHQ-9, GAD-7 and CORE 10 to monitor progress and inform clinical practice.
12. Undertake risk assessment and risk management for clients, responding appropriately to safeguarding concerns and escalating where necessary.
13. Work within and adhere to data protection, confidentiality, safeguarding, lone working policies, risk management procedures and all relevant professional codes of ethics.
14. Work in line with professional standards and guidelines such as BACP or UKCP, maintaining ethical, reflective and accountable practice at all times.
15. Contribute to service development by identifying emerging needs, gaps in provision and opportunities to improve access and outcomes for Black, African and Caribbean communities.

16. Where appropriate, contribute to group delivery, psychoeducation or therapy readiness interventions, supporting the wider IRIE Mind service model.
17. Work collaboratively within a multidisciplinary team, contributing to clinical discussions, service improvement and a culture of reflective practice.

General

20. The successful postholder will be required to work from the office with the rest of the team.
21. To participate in regular one-to-one supervision sessions with line manager.
22. To promote Mind in the City, Hackney and Waltham Forest's values and service philosophy and uphold equal opportunities and agreed policies and procedures. To support maximisation of outcomes for projects and programmes, and effective embedding of learning.
23. To attend and participate in relevant meetings and give reports/presentations when required.
24. To promote learning and development and attend appropriate internal, external training courses, supervision and staff away days.
25. To develop team cohesion, team working and a positive "can-do" culture which encourages creativity, learning and high performance.
26. To keep abreast of internal and external developments and respond accordingly.
27. To undertake other duties that may be necessary as directed by the Manager, that are compatible with nature and grade of post.
28. 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		
Attributes	Essential	Desirable
To be registered with either the BACP, NCPS, or UKCP.	X	
Persuading, motivating, understanding, empowering and supporting clients	X	
Excellent communication, presentation and interpersonal skills	X	
To be able to influence, motivate and encourage clients and colleagues alike	X	
Experience of working within a multidisciplinary team	X	
Experience of working with BAME communities and in particular African and Caribbean Communities	X	
Ability to engage with the Black, African and Caribbean communities in therapeutic processes, and deliver counselling with cultural sensitivity	X	
FAIR: We strive for equity - no-one's needs should go unmet.		
Attributes	Essential	Desirable
Good understanding of data protection, confidentiality, safeguarding and risk management and demonstrable examples of putting these into practice	X	
Ability to use MS Office including MS Teams and Zoom	X	
Experience of collecting psychological metrics such as PHQ9/GAD7, CORE 10	X	
Experience of lone working		X
Strong passion and can-do attitude for working with clients	X	
Commitment to supporting equal opportunities in the workplace	X	

To be able to manage complex cases and draw on personal resilience in a demanding environment	X	
BRAVE: We walk with people, offering help by doing what works - proven or new.		
Attributes	Essential	Desirable
Substantial experience of working in mental health, with clients experiencing a range of disorders and symptoms at varying degrees of severity and in particular trauma related symptoms	X	
Experience of delivering one to one and group interventions	X	
A minimum of three years post qualifying clinical experience	X	
Be able to identify clients at risk and offer appropriate strategies of intervention	X	
Commitment and ability to work within an anti-discriminatory anti-oppressive framework	X	
Knowledge of, and competency in, a recognised trauma model	X	
Experience of providing varied Trauma based therapeutic interventions such as Trauma focussed CBT, NET, EMDR or equivalent		X

Qualifications

Hold a UK recognised professional qualification to at least diploma Level 5 or degree level in counselling or psychotherapy