

Job Description

Role Title: Clinical Supervisor

Hours: 11.25/ week

Contract: until June 2027 with potential for extension

Location: Primarily remote to support adherence to boundaries within supervisory relationships. Some attendance at MindCHWF, 12 Orsman Road, Haggerston, N1 5QJ may occasionally be required.

Reporting to: Director of Delivery, Innovation & Quality

Salary: P04-SP44 £46, 488.13- £49, 612.94 (pro rata)

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 and mental/physical wellbeing for those at risk of developing mental health issues or who struggle with common mental health conditions. We currently support around 5000 people a year through a variety of services focusing on psychological and social supports, economic and workplace wellbeing, and support for 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. All staff, trainees and volunteers have opportunities to participate in a wide range of in-house and external trainings through our networks. 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. Those with lived experience of Mental Health struggles are encouraged to apply. DBS clearance at Enhanced (with Barring) is required for this role.

About the Psychological Therapies & Wellbeing Services Department:

Mind CHWF's Psychological Therapies & Wellbeing Services 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) and other Nice Approved Modalities
 - 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.

Purpose for the Post:

We are seeking a highly experienced clinical supervisor to support staff and honorary therapists (placement students and volunteers) delivering therapy sessions across contracts commissioned by the Integrated Care Board and Local Authority. You will support staff who work on specific contracts such as our Wellbeing Network, Talking Therapies for Anxiety and Depression, and Grief in Pieces service. Supervisees will come from a range of therapeutic modality backgrounds and be at various stages of experience level. You will support the development needs of individual practitioners while being mindful of service goals and the organisation's vision.

The Wellbeing Network

The Wellbeing Network delivers a range of **psychological and psychoeducational interventions** alongside social and skills based groups and case working across 8 Voluntary Sector providers to support mental health, physical health, social networks and daily living. Within this service, MindCHWF leads the partnership and **delivers the psychoeducational groups, Psychological Therapies and Mind Forward (one at time therapy)**. These interventions are delivered by staff therapists and honorary therapists. Clients have moderate-severe and often enduring mental health needs, complex life circumstances with significant co-occurring areas requiring support (ie substance use, housing insecurity) and come from **a range of demographics where there is evidence of poorer mental health outcomes** across the lifespan.

Talking Therapies for Anxiety and Depression

The postholder will provide clinical supervision to practitioners delivering care within **NHS Funded) MindCHWF Talking Therapies for Anxiety and Depression service** including both Step 2 and Step 3 pathways.

This includes oversight of:

- Low intensity interventions (including ACT-informed psychoeducational groups and guided self-help)
- High intensity interventions, particularly **Person-Centred Experiential Counselling for Depression (PCE-CfD)**
- Application of **NICE-recommended modalities** including CBT, ACT and integrative approaches

The supervisor will support clinicians to maintain **model fidelity, outcome-focused practice and safe clinical decision-making**, including appropriate **stepping up/down of care**.

ACH, Global Majority and LGBTQ+ Specialist Pathways

Our TTAD Service is designed to improve access and outcomes for **African Caribbean Heritage, Global Majority and LGBTQ+ communities**. The postholder will also be expected to support practitioners who work across these pathways. This support will include working with practitioners to:

- Deliver **culturally responsive and anti-oppressive therapeutic practice**
- Integrate **intersectionality, identity and lived experience** into formulation and intervention
- Safely navigate **power, difference and systemic inequality** within the therapeutic relationship

Grief in Pieces Support for Suicide Loss Service

The postholder will provide specialist clinical supervision to practitioners delivering **trauma-informed bereavement counselling and postvention support** to individuals and families affected by suicide.

This includes:

- Supporting work with **complex grief, trauma and loss**
- Providing oversight of **risk where bereavement intersects with suicidality**
- Ensuring delivery of **safe, ethical and compassionate postvention interventions**

Overall

Through a formal clinical supervisory relationship you will support the MindCHWF workforce. You will also offer thematic input to inform strategy and workforce development plans with the service managers, Practitioner, Director of Delivery, Innovation and Quality and the Deputy Director of Psychological Therapies and Wellbeing.

Main Responsibilities:

You will supervise staff and honorary therapists providing reflection and learning and ensuring delivery of high quality clinical practice. Practitioners will be encouraged to integrate new skillsets into their practice that align with organisational strategy, vision and delivery of contracts.

We are a BACP accredited service and you will adhere to clinical governance, policies and procedures of the organisation and encourage best standards of practice according to registration bodies for counsellors and psychotherapists (BACP, UKCP, HCPC, NCPS etc). Your role will enhance outcomes at an individual practitioner and organisational level to provide excellent care to our clients.

We are specifically looking to recruit an integrative clinical supervisor with competencies in NICE guidance modalities for Anxiety and Depression, experience working in community mental health settings and with complex client presentation where there are multiple social, relational and economic vulnerabilities present for clients. Candidates must be UKCP/BACP/HCPC registered, have more than five years post psychotherapy/counselling qualification experience and minimum two years supervisory experience. A clinical supervision qualification is essential.

1. Provide clinical supervision aligned to NICE guidance and best practice standards as defined by National Institute for Health and Care Excellence
2. Support practitioners to deliver and maintain fidelity to ACT, CBT and PCE-CfD models
3. Support clinical decision-making regarding risk, complexity and treatment pathways within Talking Therapies.
4. Support practitioners to be operating within service delivery frameworks and requirements and organisation clinical ethos and partnership agreements.
5. Support practitioners to achieve positive clinical outcomes depending on the service metric and data framework (e.g. recovery, reliable improvement, clinically significant change) while using supervision to reflect on clinical outcomes and practice effectiveness.
6. To provide group supervision (and individual where appropriate) to clinical practitioners at Mind in the City, Hackney and Waltham Forest fostering a trusting and respectful environment for learning.
7. To ensure shared understanding and aims of the supervisory space, purpose and boundaries with supervisees.
8. To offer consultation on thematic areas emerging from supervision to service leaders. This will support development of practitioners and organisation, cohesiveness and growth.
9. To use own clinical work experience, theoretical knowledge and practical skills to support excellent delivery of clinical work across a variety of client

- demographics and identity intersections with people facing multiple complex life circumstances.
10. To be aware of contemporary issues within the counselling and psychotherapy field and wider mental health discourse. Apply these ideas to situations in the workplace and clinical cases.
 11. To support confidence of practitioners and application of relevant concepts and skillsets into their practice.
 12. To encourage practitioner learning through audio recordings in supervision sessions (with relevant consent).
 - a. Provide oversight and consultation on risk management, including:
 - i. suicidal ideation
 - ii. self-harm
 - iii. trauma and complex presentations
 - b. Support supervisees in managing clinical uncertainty and ethical dilemmas
 - c. Escalate concerns appropriately in line with organisational safeguarding frameworks
 13. Embed anti-racist and anti-oppressive frameworks within supervision.
 14. Support clinicians to understand and respond to mental health inequalities impacting ACH, Global Majority and LGBTQ+ communities.
 15. Provide specialist input into traumatic bereavement work, complicated grief.
 16. To have a commitment to own ongoing supervision of supervision practice.
 17. To adhere to BACP Ethical Framework, clinical governance, service specifications and policies.
 18. To abide by all Mind in CHWF policies and procedures.
 19. To maintain clinical records of supervision and all complete all appropriate paperwork.
 20. To contribute to honorary therapists appraisals which may include writing a supervisor's report and to support development aims for clinical staff.
 21. To complete all relevant organisational training and paperwork in a timely way.
 22. To model best practice in clinical boundaries, supervisory relationship and ethics.
 23. To provide structured feedback according to the stage and level of training and expected competence of the supervisee.
 24. To be highly organised, responsive in communication and competent using various IT platforms including email, MS Teams, One Drive, MindCHWF Compass and Salesforce.
 25. To attend meetings (where appropriate) and keep up to date with organisational communication, changes in organisational policy or service procedure.

Clinical Supervisor - Person 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 or **(S/D)** through Application Shortlisting and Documentation.

Experience, Knowledge, Skills, Abilities - Values and Motivations

Brave:

- Experience of delivering excellent clinical supervision that improved outcomes for clients **(E)(I)**
- Work within a community mental health setting and in adherence to NICE guidance for Anxiety & Depression and/or other diagnostic criteria for 5 years post psychotherapy/counselling qualification status **(E) (S/D)**
- Strong clinical practice and experience working with clients with a range of difficulties, including complex mental health, substance use, traumatic loss **(S/D) (I) (E)**
- Clinical experience in providing both individual and group therapy **(S/D) (I) (E)**
- Personal characteristics of resiliency in the face of challenge and reliability to stakeholders **(I)(E)**
- Experience of delivering 3rd wave CBT modalities **(S/D) (D)**
- Ability to hold and supervise **high levels of clinical risk and complexity**, including suicidality and traumatic bereavement **(S/D) (I) (E)**
- Confidence in supporting practitioners to make **difficult clinical decisions**, including stepping clients up in care **(I) (E)**

Fair:

- CBT, Integrative psychotherapy or counselling qualification and recognised accreditation with UKCP/BACP/HCPC/NCPS **(S/D) (E)**
- Qualification in clinical supervision with Minimum 2 years' experience supervising groups and individual counsellors/psychotherapists from a range of training backgrounds in various organisational contexts **(S/D) (E)**
- DBS Enhanced without Barring **(S/D) (E)**
- Demonstrable commitment to **anti-racist, anti-oppressive and culturally responsive practice (E) (I)**
- Experience working with **African Caribbean Heritage, Global Majority and/or LGBTQ+ communities (E) (I)**

Connected:

- To understand issues regarding confidentiality, boundaries & management of risk within a therapy relationship that occurs within a dynamic and large commissioned service. To understand the wider context in which these therapeutic relationships occur. **(I) (E)**
- Good administrative, IT and organisational skills **(I) (E)**
- Understanding of the voluntary sector and mental healthcare system **(S/D) (I)**
- Commitment to on-going supervision of supervision, maintenance of own professional standards for accreditation and ongoing CPD **(S/D) (E)**
- Experience in delivering training to counsellors/psychotherapists **(S/D) (D)**
- An understanding of organisational dynamics and the impact on the work **(S/D) (D)**
- Excellent communication skills and commitment to work collaboratively with all staff, honorary therapists and leaders creating an atmosphere of mutual respect and trust **(E) (S/D) (I)**
- Commitment and interest to the overall development of Mind CHWF services **(E)(I)**
- Ability to create **psychologically safe and reflective supervisory spaces (E) (I)**
- Experience supporting multidisciplinary teams within **complex service systems (E) (S/D)**

General

- Experience working within NHS Talking Therapies or similar primary care mental health services
- Experience supporting delivery of NICE-recommended therapies (CBT, ACT, PCE-CfD or equivalent)
- Experience working with trauma and/or bereavement, including suicide bereavement
- To comply with, promote, and contribute to the development of Mind in the City, Hackney and Waltham Forest's Vision, Aims and Objectives and with all organisational systems, policies and procedures.
- In accordance with the Health and Safety at Work Act 1974, to take responsibility for your own health and safety at work and that of any staff, service users or visitors you are working with, and to report any risks or potential hazards to the Health and Safety Representative.
- To keep records and statistics for dissemination to effectively monitor the service, ensuring that all files and information are kept in accordance with Mind in the City, Hackney and Waltham Forest's policies on confidentiality and data protection

- To be administratively self-supporting.
- To liaise with other Mind CHWF projects and staff from partner agencies and external stakeholders to facilitate and maintain effective links.
- To attend and participate in meetings (where appropriate) , contributing to discussions and giving reports if needed.
- To attend line management supervision and ensure compliance with own professional CPD requirements.
- To undertake any other tasks and duties commensurate with the post as directed by your manager, or any other senior manager in Mind in the City, Hackney and Waltham Forest.

We particularly welcome applications from **Black women and individuals from African Caribbean Heritage and Global Majority communities**, in line with our commitment to equity and representation within our workforce and the communities we serve.

Unsociable Hours:

Occasional evening work on rare occasions may be required.

Travel:

Occasional travel required – for various onsite meetings. Supervision work will occur online.

Bring your own Device Policy:

If you are working remotely, you will require your own device. As part of our mobile device management and cybersecurity essentials, all devices to access work remotely must have 2 factor authentication installed along with our mobile device management system to keep data secure.

Hours	9.30am to 5.30pm – the 11.25 hours may occur across the week to support flexibility of supervision sessions across services. Occasional attendance at evening meetings and events required with time off in lieu.
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Location	Hackney, East London with excellent transport links. It is anticipated that the delivery of this role will be primarily remote to support boundaries of supervisory relationships.
Other	This is a description of the role as it is presently constituted. It is the practice of Mind in the City, Hackney and Waltham Forest to examine job descriptions from time to time and to update as necessary to ensure they relate to the role being performed, or to incorporate whatever changes are being proposed in line with our requirements. Any changes would be made following discussion with you.
Additional	Disclosure and Barring: Enhanced DBS check with children and adults barring list Available to start in the role in July 2026