

ROLE DESCRIPTION

Role title: IRIE Psychological Therapies Honorary Therapist x3

Responsible to: Clinical Development and Services Manager

Location: 12 Orsman Road N1 5QJ

About Mind in the City, Hackney and Waltham Forest:

At Mind, we provide psychotherapeutic support and advice to empower anyone experiencing a mental health problem. We campaign to improve service, raise awareness and promote understanding.

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:

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.

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.

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 the Post

We are seeking three Honorary Therapists for a six-month period (until June 2027), with the potential for extension depending on future funding, to join our Psychological Therapies Team at IRIE Mind.

IRIE Mind is a unique project within Mind in the City, Hackney, and Waltham Forest. It was established to provide culturally specific services for individuals of African and Caribbean heritage. Our service champions community-led approaches to mental health within often-excluded communities. In recognition of its impact, IRIE Mind received the Health Service Journal Value Award and National Mind's Equality & Diversity Award in 2021.

Our aim is to break down the barriers that Black African and Caribbean individuals face when struggling with mental health issues. We strive to change the narrative around mental health in the Black community and eliminate cultural stigma by involving both individuals with and without mental health conditions in our initiatives.

IRIE Mind seeks to address the gap in culturally appropriate mental health services in our area. With over 20 years of grassroots experience, we provide tailored support to individuals from Black communities living with poor mental health.

The Honorary Therapist will be responsible for delivering psychological therapy sessions. Based on their experience and suitability, they may also conduct clinical psychological therapy assessments and lead group sessions across our services.

Purpose of the post:

As part of a multi-disciplinary team in the diverse and dynamic boroughs of the City of London and Hackney, the Honorary Therapist will conduct one-on-one therapy sessions for adults (18+) from Black African and Caribbean backgrounds at IRIE Mind.

The ideal candidate for the Honorary Therapist position will be a dynamic and creative mental health practitioner, either in training or already qualified. They should be able to work flexibly while establishing a strong therapeutic alliance and helping clients harness their own expertise, abilities, resources, and motivation. This contract is for a focused six-month period, aligning with the current end dates of grants and contracts, but may be extended based on future funding.

Mind CHWF has a long-standing and well-established relationship with local and diverse communities. The organization is committed to offering support and respect to anyone facing mental health challenges. Additionally, it provides opportunities for learning and development, fostering a collaborative and creative working environment.

What we offer as part of the placement:

- **Supervision:** You will receive 2 hours of group supervision every two weeks with a supervisor who is registered with BACP, HCPC, or UKCP. You are responsible for

fulfilling any additional supervision criteria set by your training institution that may not be covered in this arrangement.

- **Management Support:** You will have supportive line management, including management supervision sessions as needed.
- **Administrative Assistance:** You'll have the support of an administrative team to help with various tasks.
- **Communication Tools:** Access to Microsoft Teams for organizational communications and updates, as well as for conducting one-on-one client sessions.
- **Therapy Course Delivery:** You will be involved in delivering 12-week Talking Therapy Courses.
- **Induction Program:** A comprehensive induction will be provided to help you acclimate to the organization.
- **Email and Database Access:** You will receive a MIND email address and have access to our database.
- **Group Facilitation Opportunities:** There will be opportunities for you to co-facilitate psychoeducational groups.
- **Training and Events:** You will have the chance to participate in various training sessions, all staff meetings, and other events.
- **Client Assessments:** All clients assigned to honorary therapists will have completed some form of assessment. After an initial three months of seeing clients, honorary therapists will have the opportunity to train and be able to conduct assessments themselves.
- **Support for Academic Requirements:** We will collaborate with your individual training institutions to help you meet your academic requirements.

What We Are Looking for from Our Honorary Therapists:

- **Prior Experience:** A minimum of 100 hours of supervised one-to-one clinical work is required. This placement is most suitable as a second or third placement, rather than a first. We will also consider candidates with experience in frontline mental health work.
- **Self-Starter Ability:** Candidates should be self-starters with the capability to manage a challenging caseload.
- **Educational Requirements:** Applicants should be working towards a qualification equivalent to at least Level 5.
- **Remote Work Training:** Some training in remote working (for occasional online therapeutic sessions) is essential.
- **Availability:** Candidates must be available for one afternoon/evening per week, most likely on Thursday evenings, to see three clients in person. Flexibility to work with clients remotely, as needed, from Mind CHWF premises is also important. A reliable laptop for delivering remote sessions is required.
- **Supervision Commitment:** Availability to attend online supervision every two weeks (slots available on Tuesday and Wednesday mornings) is necessary.
- **Personal Experience:** Candidates should have lived experience of mental health issues and/or suicidality.
- **Professionalism:** Applicants need to have a strong sense of self, and be flexible and adaptable in their therapeutic approach. They must adhere to the code of

practice of their registering body and maintain professionalism, kindness, compassion, initiative, and appropriate communication with colleagues.

- **Policy Compliance:** Candidates should be willing to read, understand, and follow the procedures and policies of Mind CHWF.
- **Administrative Skills:** Effective administrative skills for recording data and strong communication abilities are required.
- **Personal Therapy:** Attending personal therapy sessions once a week throughout the placement is expected.
- **Commitment Duration:** Candidates must commit to a minimum of a 6-month placement, with the possibility of extension. If offered a placement, candidates will need to sign a four-way agreement valid until June 2027.

We encourage applications from newly qualified therapists who are looking to expand their experience and gain clinical hours towards accreditation. We also welcome applications from individuals who speak one or more community languages and those who reflect the rich diversity of our clients.

How to apply:

Please write a covering letter (or if you have access to our application form within the relevant section) including something about your training course and desired award (eg. Diploma, MA, PhD), and ensure you touch on which year you are completing.

Counselling Experience and Skills:

Please comment briefly on each of the following criteria:

- Awareness of transcultural issues in counselling
- Awareness of LGBTQI+ and what Intersectionality means to you and your practice
- Working in a time limited way and with complexity and risk
- Why training and intentions afterwards
- Mind location (our Psychological Therapies department operates from 12 Orsman Road N1 5QJ). Please comment on your ability and training to work remotely
- Time limitation (willingness to commit to minimum 6months placement with possibility of extension)

Thank you for taking the time to apply for a placement with us. We will review your cover letters as well as your CV (please submit with your application) or application forms and let you know the outcome of your application in due course.