

**Job description for Clinical Supervisor**

Job Title: Clinical Supervisor

Reporting to: Counselling Services Manager

Hours: starting with 2 hours a month

Pay: £70 an hour

Location: East Oxford (possible online but prefer face to face)

Start date: ASAP

Procedure: Please send us your CV and a covering letter outlining your suitability for this role. Selected applicants will then be offered an interview.

**Background**

Refugee Resource is a charity based in Oxford that supports refugees and vulnerable migrants to heal from their experiences of trauma and integrate into the community, by providing therapeutic services, and specialist support to other agencies who work with our client group.

Sitting alongside our Counselling Services there is our Frontline Services staff made up of a Women’s Group Coordinator, Social Inclusion Coordinator, Mentor Coordinator and CAB advisor. The Frontline staff work with many vulnerable and traumatized clients in an individual and group setting and require a safe, therapeutic space to process their work and the impact it has on them.

**Overall Purpose**

We are looking for an experienced Clinical Supervisor to provide regular monthly group reflective practice for 4 members of staff in the Frontline Services.

**Key Responsibilities:**

* Provide clinical supervision to Frontlines staff members (both face to face and remotely) in accordance with BACP guidelines
* Assist the supervisees in recognising their personal limitations in order to protect the welfare of both the client and supervisee
* Interact with the supervisees in a manner that facilitates their self-exploration, problem solving ability and confidence.
* Support the supervisee’s wellbeing through being aware of and helping the supervisee deal with such things as stressful events, role ambiguity, and skill use.
* Identify and reinforce effective actions by the supervisees
* Explain the rationale of strategies and interventions

**Other Responsibilities of the supervisor:**

* To ensure venue and mode availability
* Personal availability & flexibility of scheduling
* Record-keeping
* Confidentiality
* Awareness of limitations in knowledge
* Commitment to the process of clinical supervision
* Being accountable to the employing organisation, the client and the supervisee by promoting safe clinical practice.

**Person Specification** [Essential = E Desirable = D]

**Qualifications**

* Level 7 or equivalent clinical qualification [E]
* Membership of relevant professional body (UKCP/BACP) [E]
* Level 6 certificate in Clinical Supervision [D]

**Qualities**

* Highly organised [E]
* Supportive, energetic, and passionate about Refugee Resource’s mission and core values [E]

**Experience**

* Extensive post-qualification experience as a practising therapist working with refugees and asylum seekers [E]
* Extensive post-qualification experience as a practising therapist working with trauma and PTSD [E]
* Experience of offering supervision to non-clinical or clinic staff [E]
* Extensive experience working with diverse communities and of reflecting on how to work with all aspects of difference in the office [D]
* Experience of managing safeguarding disclosures and referrals [D]
* Experience working with interpreters and translators in a therapeutic setting [E]

**Knowledge and Skills**

* Ability to create, develop and communicate a clear strategic vision of how you will provide the propriate clinical supervision for the frontline staff. [D]
* Willingness to change and question supervisee assumptions and explore create alternative solutions [E]
* Ability to communicate complex issues clearing and concisely [E]

**Clinical**

* Demonstrates and ability to improve methods of clinical and professional service delivery within the context of up to date research and emerging best practice in young people and adult mental health within the refugee and asylum seeker community. [D]
* A commitment to ongoing continued professional development [E]
* Ensures that clinical supervision is focused on service delivery, impact and outcomes, reviewing complex cases as well as exploring cases that have positive outcomes in order to raise confidence within the frontline team. [D]

**Adult and Child protection and safeguarding**

* Shows a clear understanding of safeguarding and children/adult protection procedures and commitment to the safeguarding of children and vulnerable adults. [E]
* Demonstrates an ability to manage safeguarding and child/adult cases [E]

**Diversity & Inclusion**

* A dedicated commitment to diversity and inclusion and equality of opportunity [E]

**For further details contact:**

Brendan St John, Therapeutic Services Manager

Email: [brendanstjohn@refugeeresource.org](mailto:brendanstjohn@refugeeresource.org)

Refugee Resource is an equal opportunities employer and is especially happy to receive applications from refugees and vulnerable migrants.

**Disclosure and Barring Service Check**

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) to check for any previous criminal convictions.