

Therapist and Specialist Practitioner Job Description and Personal Specification

Post:	Therapist & Specialist Practitioner All creative/Integrative therapists are welcome to apply but must be able to work with all ages (4 -18 yrs)
Team:	Therapy Team
Managed by:	Clinical Manager
Responsible for:	<ul style="list-style-type: none"> • Provide Trauma Informed Therapy for children and YP • Conduct Initial Meetings • Professional Consultation • Support with pre-referral enquiries • Co-facilitation of workshops • Support the specialist practitioner assessments/Initial meetings in person, online or telephone. • Support in the development of the Specialist Practitioner Service.
Contracted Hours:	30 hours per week (0.8 FTE)
Typical Working Week:	<p>Current working pattern model includes:</p> <ul style="list-style-type: none"> • Mandatory in person attendance at Clinical Team meeting (Currently Mondays) • Delivery one day per week of online Initial meetings (Currently Mondays) • Allocation of approximately one day per week to Specialist Practitioner duties (Currently Tuesdays) • Delivery of in person therapy across BNSSG & BANES • A minimum of two after school therapy sessions per week (minimum of 1 session commencing at 4pm) <p>Working hours, days and the allocation of duties may vary from time to time in line with service requirements. Employees will be expected to work flexibly to meet the needs of the charity. Reasonable notice will be provided where changes are required.</p>
Salary:	£29,675.50 (£37,094.37 FTE)
Location:	St Pauls Office, Outreach (across BNSSG & BANES) and WFH - hybrid
Contract:	Fixed term contract to June 2028
Holiday:	25 per annum plus Bank Holidays (pro rata if part-time)

Why The Green House?

The Green House is the only service across BNSSG and BANES supporting children, young people, and families who have experienced sexual abuse. Our distinct approach is:

1. Evidence-based, guided by research and best practices.
2. Led by the voices of young people and their families.
3. Centred on community and connection.
4. Focused on the transformational power of the creative arts.

In 2022, we transitioned from a single therapy option to a whole family, community-based model which provides a more accessible and comprehensive approach to support, whilst reducing wait times by 63%. Though we deliver a local service, our work is influencing the national response to child sexual abuse. We provide national training on pre-trial therapy and survivor-led leadership programmes.

It is an exciting time to join us as we embed our new service model, deliver a new strategy and look to increase both our local and national visibility. You will be joining an ambitious team who work tirelessly to improve the lives of children, young people and families who have experienced sexual abuse.

Purpose of the Role

The Specialist Practitioner role sits under the direction of the Clinical Manager and within the Therapy Team. The role is multifaceted which includes professional liaison, other types of support and direct client work through therapy and Initial Meetings.

This role has been developing since 2023 to meet the needs of the service and the children and families that TGH supports. 2026 will see further change to this role as TGH aims to support children and young people within a new pathway.

The post holder must be self-governing as lone working may be required within sites across BNSSG and BANES, which upholds TGHs mission to more accessible to families, meeting them where they live.

Duties and Responsibilities

Therapy Delivery

- Provide time-limited therapy within a 12-session model based on the needs and goals of the child or young person.
- Manage a caseload of children, young people, and families who have experienced sexual abuse and assault.
- Liaise and support parents and carers within therapy reviews to increase understanding of emotions and behaviors, sharing psychoeducation and resources in partnership with the child or young person.
- Mandatory attendance at Therapy Team Meeting and any other meetings.

Initial Meetings

- Complete Initial Meetings which may include professional involvement/liaison that also require a timely response.
- Provide comprehensive risk assessments and safety planning in a timely manner.
- Participate in discussions at triage with practitioners, Service Manager and Clinical Manager

Professional Consultation (1:1)

- Offer up to 4 trauma informed professional consultations which may include psychoeducation, signposting, safeguarding and safety planning.
- To continue to develop the Professional Consultation offer supporting professionals across BNSSG and BANES.
- Work with the Research Manager to inform the research evaluation and data monitoring requirements for early intervention where appropriate.

Professional Consultation (Group Facilitation)

- Cofacilitate and continue to develop the workshop offer to professionals.

Pre-Referral Enquiries

- Support the Clinical Manager/Service Manager with responding to pre-referral enquiries from professionals and at times parents, carers and young people.

Strategic Development

- Support the Specialist Practitioner with the development and delivery of a new 4 session intervention where young people wish to disclose sexual abuse and assault for the first time. This work will focus on statutory reporting to the Police and/or Social Care and risk assessment.
- Respond and record disclosures meeting the standards of the Pre-trial Guidance and safeguarding legislation.
- Support the Clinical Manager/Service Manager with attendance at network, multi-agency meetings and to deliver Service Overview presentations which aim to increase visibility of the service.

General Responsibilities

- Adhering to safeguarding procedures outlined in The Green House's Children and Adults Safeguarding Policies.
- To maintain up to date Safeguarding Training for Children and Adults.
- Ensure that all work is carried out in line with Health and Safety and other policies outlined in The Green House Bristol's Employee Induction Pack and Employee Handbook.
- To contribute to the ongoing development of the organisation by helping to improve systems and procedures.
- Work with the team to facilitate effective communication across the organisation.
- Contribute expertise and knowledge to organisational discussions. e.g., service development, changes in policy.

- Keeping up to date with local and national safeguarding guidance and legislation.
- To attend and making good use of clinical supervision and line management.
- To maintain professional registration with regulating body and CPD requirements (where relevant based on qualifications).
- To undertake other duties as required in keeping with the aims of this post.
- Assisting with basic house-keeping requirements.
- To work within the values of The Green House.
- Participate in Team Meetings including Therapy Team Meeting and other meetings including Clinical Supervision.

Although the core duties are set out within this Job Description, a flexible approach to work is essential. The Specialist Practitioner may be required to adapt their working style to take account of changes to working practices and strategic objectives of The Green House.

PERSON SPECIFICATION

Specialist Practitioner

Criteria <i>E=Essential</i> <i>D = Desirable</i>	E/D
Knowledge and understanding	
A professional qualification in a relevant field (e.g. arts therapies, counselling), educated to postgraduate level and registration with a relevant professional body (UKCP / HCPC / BACP / ACP).	E
A professional qualification in systemic family practice.	D
A professional qualification in Clinical Supervision or working in a similar role that provides trauma informed reflective space to professionals.	D
A professional qualification in the planning and facilitation of workshops to professionals.	D
Knowledge and understanding of contextual and safeguarding risks for children and adults.	E
An excellent knowledge and understanding of current trauma theory and experience of providing therapy to children and young people from 4 to 18 who have experienced multiple trauma and have complex presentations.	E
Understanding of anti-discriminatory practice and working in ways that are inclusive of all cultures and identities.	E
Skills and abilities	
Ability to build good and safe working relationships with children and young people from the ages of 4 to 18 and their families within time limited therapy.	E
Ability to think systemically regarding complex family and professional dynamics.	E

Ability to have a calm, thoughtful and reflective approach to issues of clinical risk and work within local and national Safeguarding Policies and Procedures.	E
Ability to support professionals to reflect on their practice through consultation and/ or supervision	E
Ability to be self-governing as well as work collaboratively and respectfully within a multi-disciplinary team.	E
An aptitude for self-awareness and self-regulation particularly around distressing traumatic content of children, young people and their families.	E
Ability to write clear and accurate notes using IT packages and case management systems.	E
The ability to reflect on team dynamics, clinical practice and give and receive constructive feedback in a professional manner.	E
Excellent organisational and planning skills and an ability to manage own workload.	E
Experience	
Extensive relevant experience (at least 3 years post-graduation) working as a therapist with children and young people from the ages of 4 – 18 years old.	D
Experience and knowledge of working with children and young people who have impact of sexual abuse and assault and have a range of complex needs.	E
Experience using creative therapeutic approaches with children and young people whilst completing outcome measures and other administrative tasks.	D
Experience in multi-disciplinary work and building positive working relationships with multi-agency professionals.	E
Experience of conducting comprehensive assessments including risk assessments and safety planning in an accessible way with children, young people and their families in person, online or by telephone.	E
Experience of responding to disclosures of sexual abuse as well as other risk factors.	E
Experience of working in culturally diverse communities.	E
Experience of providing assessments or therapy with young people and their families in their homes.	D
Working within an organisation that deals with sensitive and confidential information and compliance with GDPR principles.	E
Commitment to improving access to TGH for all child and families in order to promote equality, diversity, social justice and change and be able to engage in self-reflection and continuous learning to support this.	E
Other requirements	
Access to own car or transport with business cover insurance	E
Must have access to a private and confidential space with good WIFI to conduct interventions at home.	E

How to Apply

Please submit your CV and supporting document to recruitment@the-green-house.org.uk. The closing date for all applications is Friday 10th July 2026. Interviews are expected to take place on week commencing Monday 20th July 2026.

We understand that candidates may value different formats to communicate their skills and experience, therefore we do accept the following formats:

- 2-page cover letter
- 5-minute-long video (either sent as an mp4 attachment alongside your CV or a link to an unlisted YouTube video)

Within your cover letter or chosen format, we wish you to answer the following questions:

1. TGH is moving towards a new pathway whereby children and young people can access support before their disclosure has been reported to the local authority and the police. Please tell us what approach you might take in supporting children and young person through next steps.
2. Tell us about your experience of working in an outreach facility and lone working.

There is an optional Equal Opportunities Form included for our internal diversity in recruitment monitoring, which can be sent to us at the same address alongside your application. The form will not be seen by those involved in the recruitment process. Although not mandatory, this monitoring allows us to align recruitment with our overall HR Strategy, and continuously improve on how we attract, recruit, and retain a diverse range of candidates.

We pride ourselves on being a relational organisation. If you would like to speak to someone from The Green House at any point during your application, then please email recruitment@the-green-house.org.uk to arrange a phone call with a member of our team.

Benefits

- Annual Leave

25 days holiday (pro rata if part time) plus bank holidays including whole service Christmas closure which is not deducted from allowance (at the discretion of the Board).

- Other Leave Allowances

Sickness, maternity, and partner (paternity) leave allowances have been implemented to support our staff to live a happy work-life balance. Wellbeing Plans are also available to support staff with physical and mental health needs.

- Flexible Employer

Staff can request flexible working arrangements to accommodate changing circumstances. All flexible working requests are carefully considered and assessed alongside the needs of the charity.

- Whole organisation Professional Development Fund and Policy

Every financial year, a Continuous Professional Development budget is agreed on which is available at request to support continued professional development. TGH also offers some paid study leave for this.