



Job Profile

Post:	Clinical Manager
Team:	Senior Leadership Team (SLT)
Manged by:	The Green House CEO
Responsible for:	Management and development of therapy services
Contracted Hours:	37.5 (1.0 FTE, working Mondays essential)
Salary:	£44,100
Location:	St Paul's Bristol
Contract:	Permanent
Holiday:	25 days + bank holidays

Why The Green House?

The Green House is the only specialist service in Bristol, Bath & North East Somerset and South Gloucestershire 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 establish 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 job

The Clinical Manager, reports directly to the CEO, oversees the therapy and specialist practitioner teams, facilitates reflective case discussions, and manages referrals. They have the option of holding a small caseload of assessments or clients in need of therapeutic support (not mandatory). They develop therapy and consultation services, build partnerships with local services, and contribute to organisational development as part of the Senior Leadership Team. As the Designated Safeguarding Lead, they oversee and monitor safeguarding queries,



sharing direct responsibilities with the Service Manager. The primary workplace is The Green House, Bristol, with occasional travel for meetings and events.

Duties and responsibilities

Senior Leadership

1. Manage the day-to-day clinical practice of the Therapy service, ensuring effective line management and commitment to The Green House's values.
2. Collaborate with the Senior Management Team to ensure staff training aligns with Child Protection, Safeguarding, and Data Protection guidelines.
3. Act as the Designated Safeguarding Lead, overseeing operational delivery of the Safeguarding policy, the safeguarding log, audits, and maintaining updated Child Protection training every two years.
4. Manage contracts with qualified external clinical supervisors for the therapy team.
5. Assess, review, and conclude therapy carried out within The Green House, preparing review and end of therapy reports (as required) in accordance with our service and BACP ethical framework.

Service Management

1. Collaborate with the Service Manager to review and respond to referrals, ensuring they meet criteria and safeguarding concerns are addressed.
2. Develop and maintain relationships with families, referrers, and key agencies to promote The Green House and its services.
3. Lead bi-weekly therapy team meetings and monthly case management meetings. Co-chair weekly case discussion (triage) meetings to address risk, safety, and support needs of children and families.
4. Conduct regular reviews of therapy case files and ensure documentation is accurate and up to date. Oversee case closures, extensions and ensure proper data entry for monitoring and reporting.
5. Lead recruitment efforts for therapists and clinical supervisors.
6. Hold a small caseload of initial meetings/specialist assessments or therapy slots for children and young people (optional).
7. Participate in your own clinical supervision and line management meetings.
8. Oversee delivery of the Specialist Practitioner team, collaborating with the Senior Therapist to manage day-to-day operations and support with case complexity or urgent pre-referral/consultation enquiries.

Service Development

1. Work with the CEO, Service Manager, and Research Manager to develop and align therapy services with The Green House strategy, ensuring quality delivery and capacity management.

2. Collaborate with the Service Manager on the development of new projects or services, meet reporting requirements for funders and governance boards.
3. Collaborate with the Research Manager to shape data collection methods for new services, contribute to reporting, and assist in funding bids.
4. Maintain strong relationships with key partner organisations, including CAMHS and other sector agencies.
5. Oversee the development of the trainee placement program collaborating with the Senior Therapist and manage satellite location contracts for therapy services.
6. Report to Clinical Trustees to ensure safe service delivery and respond to any other duties outlined by the CEO or Board of Trustees in delivery of the Green House's strategy.

Although the core duties are set out within this Job Description, a flexible approach to work is essential. The Senior Therapist role is new to the Green House and is designed to support the Clinical Manager in the delivery of key projects within our strategy. These are subject to change dependent on funding timelines and outcomes.

PERSON SPECIFICATION

Clinical Manager

Criteria	E=Essential	D = Desirable	E/D
Experience			
Postgraduate qualification in a relevant field (e.g., psychotherapy, arts therapies, counselling, psychology) and substantial experience working therapeutically with children and young people who have experienced trauma.			E
Registration and accreditation with a relevant professional body (e.g., UKCP, HCPC, BACP, ACP).			E
Experience using creative therapeutic approaches (e.g., art, drama, play) and trauma-informed methods (e.g., TI-CBT, CATT).			E
Proven leadership and trauma-informed line management experience.			E
Excellent communication skills, both written and verbal			E
Strong experience of multi-disciplinary and multi-agency collaboration.			E
Experience in conducting assessments, understanding referral pathways, and maintaining confidentiality.			E
Commitment to continued professional development and clinical supervision.			E



Professional qualification in Consultative/Clinical Supervision or Management and Leadership.	D
Experience in both voluntary and statutory services.	D
Knowledge of data collection, case management systems, and auditing for quality assurance.	D
Systemic qualification or training.	D
Skills and abilities	
Ability to address trauma impacts on individuals and families; able to address complex family dynamics including working with parents and carers from diverse backgrounds	E
Strong systemic thinking regarding family and professional dynamics, with a good grasp of management and leadership in trauma-based environments.	E
Capability of managing and containing own and others' feelings while working clinically with strongly emotionally evocative material.	E
Excellent communication and report writing skills, with the ability to work independently and as part of a team.	E
Capability to manage a busy workload and maintain accurate records for monitoring and evaluation.	E
Demonstrated ability to lead teams.	E
Knowledge	
Understanding of trauma's impact on children and families, attachment issues, systemic practice, and the implications of statutory investigations.	E
Knowledge of child safeguarding principles and proficiency in Microsoft Office packages.	E
Other requirements:	
Dynamic, creative, and flexible approach with a good sense of humour.	E
Enhanced DBS check and willingness to travel to various locations	E
Enthusiasm and commitment to working in this specialist field.	E

How to apply

To apply for the Clinical Manager role, please fill out and send our Application Form (attached to this advertisement) to recruitment@the-green-house.org.uk. Any other methods of application (e.g. CV and covering letter) will not be accepted. Applications for this post will



close on **Monday 26th August, 11:59pm**, with interviews expected to be held on the 5th or 9th September.

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.

Equality, Equity, Diversity, and Inclusion

The Green House is committed to providing equal opportunities for all, irrespective of age, disability, race, sex, religion/belief, sexuality, gender identity, marital/civil partnership, pregnancy/maternity and working patterns. We want to have staff that appropriately represents all the communities we serve as an organisation. Therefore, we are particularly keen to hear from candidates living with a disability, and those from the global majority.