

Job Description & Person Specification Growing Hope King's Cross Lead Therapist & Clinic Manager

Summary

Growing Hope is a charity providing free therapy for children and young people with additional needs in partnership with local churches across the UK. We aim to grow hope for children, hope for families and hope in Jesus. Growing Hope was founded in December 2017 and has a vision to see 20 clinics set up across the UK by 2030. We currently have two clinics, King's Cross and Brockley respectively. We have worked with over 300 children, young people, parents, carers, siblings and professionals since we launched.

We are currently recruiting for an experienced, innovative and highly motivated Lead Therapist and Clinic Manager. You will provide leadership to the Growing Hope King's Cross clinic, overseeing a therapy team, the day to day running of the clinic and fundraising and development of the local charity (alongside trustees). The successful candidate will bring therapeutic experience in working alongside families of children with additional needs alongside their leadership of the clinic. They will become a part of the King's Cross Church staff team, receiving pastoral line management and working on a Sunday to enable accessibility within the kids ministry.

We are looking for employees who are committed to Growing Hope's vision and values and can demonstrate these within their interview.



HOPE

We believe Jesus brings hope to children, young people and families, even in the most difficult situations, and that underpins everything we do.



COMMUNITY

We are accepting of all and want everyone to know they are seen, heard and belong.



COURAGE

We are brave, choosing honesty over comfort, and tackling problems because we want to change lives.



INNOVATION

We are innovative, flexible and creative in our approach, always aiming for excellence.



GENEROSITY

We look out for others and share our time, encouragement, finances and skills.

Full time - 37.5 hours per week

Salary - £45,500-48,000 PA (incl. London weighting, dependant on experience)

Application form - www.growinghope.org.uk/jobs

Applications close- Friday 4th June 2021, 5pm

Interview date- Thursday 24th June 2021

Start date- Monday 6th September 2021

Experience Required

- Health Care Professions Council Registration
- Therapy qualification (Occupational therapy, Speech and Language therapy or Physiotherapy)
- The therapist concerned must have at least 3 years experience working with children and families and be able to manage a clinic service.

Providing free therapy for children and young people with additional needs and their families in Camden and Islington in partnership with King's Cross Church.

Job Summary

- Manage a multidisciplinary clinic-based service.
- Build on accessible provision for families with additional needs on a Sunday at King's Cross Church through continuing to advise on accessibility across KXC, grow and train a volunteer team.
- Work in close partnership with the KXC Kid's pastor to enable families to feel welcome on a Sunday.
- Work as part of the KXC staff team, attending staff meetings regularly on a Tuesday morning and engaging in whole staff activities where possible.
- Link with other community services in order to gain contacts and referrals. (e.g. developing close working relationships with schools).
- Collaborate with other professionals within the multidisciplinary team.
- Work with children and young people who have a variety of needs.
- Offer to pray with each child and family who attend the clinic.
- Use GAS goals as an outcome measure in order to set and review children's progress in therapy.
- Develop services which meet Growing Hope's core aims including hope for families (e.g. running siblings groups, parenting courses etc.)
- Run annual audits of the clinical outcomes of individuals who have accessed the service and write the charities annual report.
- Work closely with Growing Hope (umbrella) and ensure the local clinic is following the national policies and procedures.
- Work closely with the Growing Hope King's Cross trustees to fundraise, grow and develop the charity. (This includes attending quarterly trustee meetings and monthly fundraising sub-committees, checking and applying for grants and helping to organise and deliver fundraising events).

Clinical responsibilities

- Clinical assessment, intervention and outcome measurement as appropriate according to profession.
- Waiting list management for the local clinic.
- Work with children and families to develop meaningful, client-centred goals.
- Oversee the purchase of equipment and use of clinic space.
- Take responsibility for their own clinical development.
- Lead in safeguarding and ensure staff follow Growing Hope policy.

Management and Communication Skills

- Excellent time management and organisation skills, responding in a timely and professional manner.
- Able to manage and work closely with a team of professionals, freelancers, volunteers and trustees.
- Ensure that case notes are kept up to date and provide an accurate record of clinical reasoning and observations during each session.
- Provide accurate, detailed reports for families and professionals involved with children.
- Deal with complaints sensitively.
- Work closely with trustees and volunteers to lead direction of fundraising and development of the local clinic.

Confidentiality and data protection

- To maintain confidentiality of all children and families seen within the clinic.
- To maintain data protection in line with Growing Hope's information governance policy.

The ideal candidate will have a genuine interest in working in the charity sector, an interest in additional needs and accessibility are highly desirable.

ESSENTIAL

- This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010.
- At least three years of experience as a clinician registered with the Health Care Professionals Council working using specialist skills with children and families.
- Experience in providing training within clinical role.
- Commitment to Growing Hope's vision.
- IT skills - experience of MS Office, particularly Word and Excel.
- Excellent communication and interpersonal skills. Ability to communicate in highly complex situations and in hostile or emotive atmospheres.
- Excellent leadership and management skills and relevant leadership and supervision experience.
- An innovative and creative approach.
- Excellent organisational skills and attention to detail. Ability to keep records and report progress in a timely manner.

DESIRABLE

- Experience in fundraising and events.
- Experience in working with trustees.
- Experience, interest in or commitment to a career in additional needs and accessibility within church and community settings.
- Interest in or experience of working in the charity/NGO sector.
- Post graduate training in areas relevant to clinical and lead therapist role.
- Ability to deliver core HR advice and manage contracts and day to day clinic tasks.
- Ability to monitor or contribute to clinic budgets.
- Ability to create and action service development plans.
- Ability to create, implement and monitor systems for effective working across the clinic.