



**Job reference:** 003281

**FTE Salary:** £37,626- £40,912

**Location:** Edinburgh - Counselling East

**Employment type:** Permanent

**Division:** Children and Families

**Hours Per Week:** 32

**Closing date:** 06/04/2025

**Full / Part time:** Part Time

**THIS POST HAS AN ANNUAL PAY AWARD PENDING**

At CrossReach, we believe in the power of counselling to change lives. If you're a passionate and experienced counselling professional looking for a leadership role where you can make a real impact, we'd love to hear from you.

As **Counselling Manager**, you'll lead our dedicated Counselling and Recovery team to provide high-quality, ethical, and evidence-based counselling support to those affected by past or present opioid use, whether it's their own or someone else's. A key part of your role will be ensuring that clients have timely access to the support they need. Your role will also involve overseeing clinical standards, using key management information to manage service development and reporting, and maintaining service compliance with ethical and legislative requirements. You'll also maintain a small client caseload, ensuring your professional skills stay sharp while providing supervision and leadership to the team.

**What You'll Be Doing:**

- ✓ Leading a team of therapists to deliver high-quality counselling services.
- ✓ Ensuring our services meet professional and ethical standards.
- ✓ Effectively managing waiting lists and clients expectations in a professional, pro-active way.
- ✓ Developing strong external relationships to enhance the service.
- ✓ Providing clinical supervision and acting as a point of escalation.

- ✓ Identifying opportunities for income generation to sustain the service.
- ✓ Upholding CrossReach's Christian ethos, ensuring a compassionate approach to care.

### What We're Looking For:

- ◇ **Diploma in Counselling** or a related qualification (e.g. Art Therapy) and PSA registration,
- ◇ Experience in **clinical supervision** and working within substance use services or community mental health.
- ◇ Proven leadership, communication, and team-working skills.
- ◇ The ability to work independently and supervise staff effectively.

### Why Join Us?

✦ **A role with purpose** – You'll be leading a service that transforms lives.

📖 **Professional growth** – Opportunities for continued development and training.

🤝 **Supportive environment** – Work with a dedicated and passionate team.

If you're ready to bring your leadership and counselling expertise to a role that truly makes a difference, apply today!

We also offer you a range of benefits that you would expect from an organisation that support others.

Firstly, there is access to a wide range of exclusive retail and leisure discounts through our rewards scheme and the Blue Light Discount card. We also ensure that your future and that of your loved ones is secured with a generous contributory pension plan and death in service benefit. Balancing work and family are made easier with our suite of enhanced family friendly policies and your health and wellness are prioritised with access to our health cash plan, giving you cash back for a wide range of health treatments. We even have access to a care concierge service to assist you with life's challenges, providing invaluable support when you need it most.

But we also know that your training and development is important to you, and as well as a contribution to your professional membership fees, we are keen to support you in making the right steps to learn, grow and develop in ways that are right for you.

CrossReach has been at the forefront of high quality social care for over 150 years, providing loving care to people of all ages and supporting them to live life to the full whatever their circumstances. During that time, we have worked hard to understand the needs of the people who turn to us for help and with them have been at the forefront of pioneering services which have literally changed thousands of lives for the better.

Today we are one of the largest social care providers in Scotland, with experience across a broad range of services. We are still growing, learning, and improving, thanks to the incredible people we have the privilege to support, and all those who support us. We are part of the Church of Scotland and aim to provide social care services and specialist resources in Christ's name to further the caring work of the Church to people in challenging circumstances.

# CROSS REACH

Care you can put your faith in

As we do our work in Christ's name the job you have applied for requires you to have a Christian faith and be able to work within and uphold our Christian Ethos. This is an Occupational Requirement under Part 1 of Schedule 9 to the Equality Act 2010.

This post requires you to be a member of the Protecting Vulnerable Groups (PVG) Scheme and undertake the necessary vetting checks. You will also be required to be registered with SSSC and it is your professional responsibility to ensure that you meet the standards and criteria for registration.

We have a legal obligation to ensure that we do not employ any worker who has not been granted the relevant permission to work in the UK. This permission is without exception granted by UK Visas and Immigrations. We are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category.

We are committed to ensuring that we attract, retain, and develop the very best people to build a diverse and talented team and we recognise that every individual's unique background, experience and ability contributes to our success. We aim to create an inclusive and inspiring environment where individuals feel valued and respected and where people can belong, thrive and be their very best, whoever they are. If you have any queries regarding this role or our recruitment process, please contact the Recruitment team on [recruitment.team@crossreach.org.uk](mailto:recruitment.team@crossreach.org.uk)

Please note: We reserve the right to close this advert prior to the closing date. Therefore, please make sure you complete and submit your application at an early stage.

## ADDITIONAL INFORMATION FOR CANDIDATES

- **Application Process:** Please apply for this post by completing the application process on Jobtrain. You can find out more about our recruitment process [here](#)
- **CV Upload:** DO NOT upload a CV as this will not be used for shortlisting purposes.
- **Deadline:** Posts close at midnight on the indicated date.
- **Application Assistance:** For help completing an application through Jobtrain, please click [here](#)
- **Accessibility :** To view our recruitment accessibility statement, please click [here](#)
- **Communication:** Please note that most of our communication is via email; therefore, please ensure you enter your email address accurately and ensure that "Jobtrain" and "CrossReach" are marked as safe email address. However, we will at times also call you or send you a text message.
- **Check Email Regularly:** Please check your email regularly (including junk folders) and also your Jobtrain account for updates.
- **Support Hub:** For advice and support with any system issues, please contact Jobtrain Candidate Support Hub [here](#)

- **Browser Recommendation:** We recommend using the internet browsers "Google Chrome" or "Microsoft Edge" when using Jobtrain.
- **Amendments:** Once you have submitted your application form, you will be unable to make any amendments.
- **Further help** - If you need any help at any stage, you can contact the Recruitment Team on [recruitment.team@crossreach.org.uk](mailto:recruitment.team@crossreach.org.uk)