



**Counsellor (East Sussex)**  
**Role Description**

## Who are we?

Orchards is a Christian charity with a vision to see women free from sexual exploitation and empowered for flourishing, independent lives. We build trusting relationships with each woman and enable her to access support for lasting recovery through our main areas:

- transitional safe housing
- counselling
- tailored life and work skills mentoring
- the offer of local church life for community, care, and exploring faith for herself if she chooses.

We are looking for a counsellor to join our team at an exciting point of growth as we develop a new counselling hub in East Sussex. The successful candidate will be part of developing our work as we prepare to support more women over the coming years.

We have a Genuine Occupational Requirement that our staff members hold a Christian faith (see below for further details). They should be comfortable incorporating spirituality into their counselling practice as required, as well as participating in times of prayer with the wider Orchards team. We request that our counsellors commit to and uphold our counselling ethos, which further outlines how we live out our faith in practice.

Orchards is run by women for women and is therefore restricted to female applicants under the Equality Act 2010, Schedule 9, Part 1.

Responsible to

Lead Counsellor

Purpose of the role

To provide counselling services to survivors of sexual exploitation

## Experience/skills

- ◇ Degree or Post-Graduate Diploma in Counselling.
- ◇ Accreditation or membership of a professional body (BACP, UKCP, ACC, or a professional body holding a PSA Accredited Register for Counselling and Psychotherapy).
- ◇ At least 2 years' experience in counselling practice.
- ◇ Further specialist counselling training relevant to sexual violence, including an understanding of the effects of sexual trauma on an individual.
- ◇ Experience and understanding of working with women from diverse backgrounds; an understanding of the effects of racial trauma.
- ◇ Excellent listening and communication skills.
- ◇ Ability to integrate spirituality with sensitivity within counselling sessions as required.
- ◇ Up to date knowledge of Safeguarding procedures.
- ◇ Experience of multi-agency partnership working.

## Terms and conditions

- ◇ Contract: Permanent.
- ◇ Hours: 2 days per week – one of these should include Tuesday.
- ◇ Salary: £28-£33,000 FTE dependent on experience.
- ◇ Location: Our Brighton office. Some travel to London required, with travel expenses to our other offices paid for.

## Benefits

- ◇ Being part of a supportive and prayerful team.
- ◇ Enhanced employer pension contribution (5%).
- ◇ Generous holiday entitlement (27 days pro-rata + Bank Holidays).
- ◇ Annual individual retreat day.
- ◇ Annual all-staff retreat.
- ◇ Clinical Supervision.
- ◇ Strong focus on learning and development for all staff.

## Responsibilities

1. Providing weekly one-to-one counselling sessions of 50 minutes and conducting Initial Assessments with new clients.
2. A commitment to praying for counselling clients and demonstrating the Orchards values and ethos in all aspects of the role.
3. Keeping client paperwork and the Orchards database up-to-date with clinical notes, feedback forms and all other relevant paperwork.
4. Liaising as needed with other agencies involved in the client's care, as well as Orchards' Support Workers for those living in our safe housing.
5. Counsellors are expected to undertake monthly 1-1 clinical Supervision specific to their Orchards clients. Their supervisor will be approved and paid for by Orchards.
6. Attending weekly team meetings and biweekly line management meetings. These take place on Tuesdays.
7. Counsellors are also required, as part of our commitment to clients' holistic wellbeing, to attend monthly case work meetings with the staff team.
8. Engage where appropriate in areas of strategy, growth and development of Orchards.

## Personal attributes

- ◇ Living, personal Christian faith.
- ◇ Non-judgmental.
- ◇ Resilient.
- ◇ Ability to provide a safe and calm relationship to clients in distress.
- ◇ Commitment to equal opportunities.
- ◇ Commitment to the Orchards' values and ethos.
- ◇ Commitment to confidentiality.
- ◇ Commitment to continuing professional development.
- ◇ Ability to be self-reflective and self-aware.
- ◇ Commitment to your own self-care and wellbeing.
- ◇ Flexible and self-aware.



## Knowledge

- ◇ Up-to-date knowledge of safeguarding procedures and risk management
- ◇ Excellent understanding of working with complex difficulties and mental health issues.
- ◇ Working knowledge of Microsoft Office and email systems.
- ◇ Good understanding of the BACP Ethical Framework for the Counselling Professions or equivalent.

## Genuine Occupational Requirement

1. We believe that the Christian dimension of Orchards' work requires our staff to themselves subscribe to and be seeking to live their own lives in accordance with Orchards' Statement of Faith: *Our Christian values determine how we treat others; with respect, acceptance, love and a non-judgemental attitude. As a charity, we are seeking to enable women who have been sexually exploited to find routes out and to thrive; we will work with women of any faith background to achieve this. We recognise, in line with our value of respect, that each individual has a different faith journey and may not want to engage with faith issues at all. We allow space for women to explore their own spirituality if they should choose to do so.*
2. We offer the women we support the opportunity to be prayed for if they choose to. All paid staff and client-facing volunteers may be asked to provide prayer at the request of the women, either with the client in person or without the client being present.
3. Partnering with local churches is essential to our delivery model; we require all staff members to be able to work very closely with the local church. For our counsellors, they are required to carry out their day-to-day role and delivery of sessions in a church setting and alongside our church partners.
4. Prayer is foundational to Orchards and has been since from the beginning. We ask that all staff and volunteers commit to praying regularly for the women we are supporting and are open to and willing to be part of a culture of prayer for each other and the charity.

## Application Process

We would love to hear from you if you are interested in applying for this role. Please email your CV and cover letter to: [info@orchardsuk.org](mailto:info@orchardsuk.org)

Your cover letter should include:

- An overview of your relevant experience and skills
- Why you are interested in working for Orchards specifically
- Reference to your Christian faith and how you might live out the Orchards ethos in practice.

**The deadline for applications is the 31<sup>st</sup> January 2025. Interviews will take place in February.**