

Practitioner Psychologist/Psychotherapist

Job Title:	Practitioner Psychologist/ Psychotherapist (British Red Cross Partnership)
Responsible to:	Director of Therapy
Hours:	2 days per week (0.4 FTE; 15 hours); fixed term contract (2 years and six months with the extension of programme likely)
Salary:	£46,000 p.a. pro rata
Location:	Leicester/Derby Red Cross Office (travel costs supported)
Start Date:	As soon as possible
Benefits:	Annual Leave: 27 days plus bank holidays (increasing to 29 days after three years of service, and to 30 days after five years of service) plus up to 4 discretionary days for the winter closure period
Winter closure period:	Two week winter closure period where the charity is closed
Pension:	4% contribution by the Helen Bamber Foundation Group
Enhanced pay:	Enhanced maternity, paternity, adoption and Family Reunion pay

BACKGROUND

“Our society will be judged by how we respond to those to whom we owe nothing.”

Helen Bamber OBE

Vision: All survivors of trafficking, torture, and extreme human cruelty have safety, freedom, and power.

Mission:

- **Support:** Using our Model of Integrated Care and legal expertise, we protect survivors from persecution, re-trafficking, exploitation, and abuse.
- **Collaborate:** Working with individuals with lived experience and key partners, we tackle systemic challenges facing survivors, train practitioners, and promote best practices to support more people.
- **Advocate:** Drawing on our unique expertise, we drive policy and systemic changes to improve access to protection and uphold the human rights of survivors.

The Helen Bamber Foundation is a busy charity supporting asylum seekers, refugees, victims of human trafficking and other human rights violations. Our specialist team of therapists, doctors and legal experts hold an international reputation for providing therapeutic care, medical consultation, legal protection, and practical support. The Helen Bamber Foundation is committed to safeguarding vulnerable adults and children. The British Red Cross (BRC) is part of the global Red Cross and Red Crescent humanitarian network and is a movement that connects human kindness with human crisis. Following an incident or emergency in the UK, the BRC helps people cope by providing practical and emotional support to individuals affected.

The Helen Bamber Foundation is looking for a Practitioner Psychologist/Psychotherapist to join our therapy team and embed with the BRC in Leicester or Derby. The partnership aims to increase access to trauma focused interventions for those fleeing conflict (particularly the conflict in Ukraine), trafficking, torture and other forms of human cruelty and who find themselves in locations where they have little access to much needed mental health treatments. The BRC Psychosocial Mental Health Team alongside the BRC Refugee Support caseworkers will, in partnership with the Helen Bamber Foundation, deliver direct casework, psychological assessment, formulation and diagnosis, and treatment support into two BRC Refugee Support service offices in Leicester and Derby over two and a half years.

Working together, the project will:

- deliver trauma focused treatment to individuals, in particular to those impacted by the Ukraine conflict, who would most benefit from direct treatment and would not receive appropriate treatment elsewhere.
- increase through the provision of triage and casework support, assessment and diagnosis, access to local health care provision; and
- build the capacity and confidence of local health care providers to increase access to trauma focused treatment, including those impacted by the conflict in the Ukraine.

The partnership has been designed to meet the needs of individuals who have experienced complex trauma as well as address the needs of BRC Refugee Support teams who have identified significant unmet need in local mental health service provision for these individuals. The partnership will be implemented in Leicester and Derby

Equity, Diversity & Inclusion

Our commitment to principles of equity, diversity and inclusion is an integral part of our approach to our clients, our volunteers and our staff, and we are an equal opportunities and Living Wage employer.

We are committed to attracting and recruiting diverse candidates because we are keen to make sure that all our staff, trustees, volunteers and ambassadors reflect the communities we serve and the wider community we work in.

We recognise and value the role diversity plays in good governance and genuinely welcome and encourage applications from a range of backgrounds, especially people of colour, people with disabilities, people from low socio-economic backgrounds, refugees, stateless people and others with lived experience of forced migration or trauma.

OVERVIEW OF THE ROLE

As the Practitioner Psychologist/Psychotherapist delivering the partnership with the BRC you will be based in two BRC Refugee Support services in Leicester and Derby whilst remaining part of the Helen Bamber Foundation Team. You will be responsible, with support from the senior Helen Bamber Foundation clinical team, for delivering assessments of individuals referred by the BRC Senior Psychosocial Practitioner. You will support effective referrals into local mental health services, and, where treatment cannot be provided elsewhere and would have significant benefits, deliver a range of therapeutic interventions to a small number of BRC clients. You will provide and support outreach and training of local health care providers to increase their capacity to support trauma survivors.

This role will include delivery of highly specialised psychological assessments for both medico-legal and clinical purposes, provision of appropriate evidence-based therapies, delivery of training to local mental health providers as well as to staff from non-clinical backgrounds who have significant client contact, internal relationship and partnership building, monitoring of outcomes, and potentially the supervision of a trainee clinical psychologist on a final year specialist placement. The role will include input into partnership development, policy, research and fundraising.

We are looking for someone who is committed to working therapeutically with individuals who have experienced human rights abuses and who have developed trauma spectrum disorders as a result. In addition to proven experience in working therapeutically with this client group, the candidate will have a passion for human rights work beyond the individual client work, and a desire to contribute to effecting change at a policy level. This role requires the ability to react and respond creatively and appropriately to the needs of the service and the partnership. You will be required to travel to London occasionally to participate in meetings, professional development and other activities (this travel will be reimbursed).

MAIN DUTIES AND RESPONSIBILITIES

- Provide specialist psychological assessments and deliver psychological therapies to clients of the BRC Refugee Support services in Leicester and Derby (and where approved other services in the East Midlands);
- Contribute to the monitoring of activity and outcomes from the partnership;
- Work closely with the BRC Senior Psychosocial Practitioner to develop training and outreach for the local mental health providers and where appropriate the BRC Refugee Support service teams;
- Train in the preparation of medico-legal reports and contribute to the preparation of these reports for clients of the East Midlands BRC Refugee Support services;

- Develop and carry out audits and research projects relevant to the Helen Bamber Foundation or the partnership (in collaboration with the BRC Senior Psychological Practitioner and the Director of Therapy and Executive Director of Clinical and Counter-Trafficking);
- Provide internal and external training in collaboration with the HBF clinical management team;
- Supervise junior staff; and
- Liaise with other non-statutory and statutory organisations on matters of clinical care and policy.
- Where applicable, contribute to policy and position statements with other members of the Helen Bamber Foundation and the British Red Cross and represent the partnership at conferences and other events.

PERSONAL PROFESSIONAL DEVELOPMENT

- Annual performance Review and Personal Development Planning.
- Ensuring your Continuing Professional Development requirements of the Health and Care Professions Council and other governing bodies.
- Working within the expectations of relevant governing professional bodies.
- Ensuring you are up to date with relevant literature and research relevant to the client group of the Helen Bamber Foundation and attend appropriate training as necessary.

PERSON SPECIFICATION

The successful candidate will be a HCPC registered clinical psychologist, practitioner psychologist or UKCP/BACP registered psychotherapist who is passionate about working with survivors of human rights abuses, delivering evidence-based therapies for posttraumatic stress disorder and other mental health problems, as well as understanding the unique social and political context our clients are living in and the effect of this on their psychological wellbeing.

Although the post involves direct work only with adults over the age of 18, the successful candidate will have indirect contact with the children of our clients and will be expected to include the children's best interests in any intervention.

Essential qualifications and professional registration:

- Registration with HCPC as a practitioner psychologist, and/or
- Have successfully completed a recognised doctoral level training in Clinical or Counselling Psychology and to have completed a range of clinical placements during training, and/or
- Be a UKCP/BACP accredited psychotherapist

Desirable experience:

- Have experience in working with clients with PTSD (Post Traumatic Stress Disorder) and other trauma spectrum disorders;
- Have experience of delivering evidence-based therapy for the treatment of PTSD (for example trauma focused CBT (Cognitive Behavioural Therapy), EMDR (Eye Movement Desensitisation and Reprocessing), or Narrative Exposure Therapy);
- Have experience in assessing and providing evidence-based therapies to individuals from a range of cultural backgrounds, and through interpreters;
- Have experience of, and commitment to, multidisciplinary team working; and
- Have experience of providing training

Knowledge and abilities

- Have a working knowledge of the legal, political, and social issues in the human rights, asylum & refugee, and health sectors;
- Able to maintain a complex caseload and work in consultation with the safeguarding lead to signpost other referrals appropriately;
- Exceptional organizational skills with experience of managing multiple tasks and prioritising effectively;
- Accuracy and excellent attention to detail;
- Good interpersonal and team working skills, with an ability to work independently, maintain boundaries, and seize opportunities. Able to represent the Helen Bamber Foundation's goals and ethos within the British Red Cross service; and
- Computer literate and confident in using all MS Office software.

Professional qualities

- Understanding of, and commitment to, the objectives of Helen Bamber Foundation;
- Understand and Implement trauma-informed practice and systems; and
- A positive attitude towards and commitment to audit, monitoring and evaluation as required by the role.

Desirable experience:

- Experience working with individuals who have experienced multiple traumatic events, developmental trauma and/or have a clinical presentation suggestive of 'complex' PTSD;
- A minimum of 2 years of post-qualification clinical experience working in a relevant area;
- To have worked in a specialist trauma service post-qualification and/or to have successfully completed a specialist trauma placement during clinical training;
- Completion of training in supervision of trainee clinical psychologists;
- Experience of providing clinical supervision; and
- Experience of working in the non-statutory sector.

We particularly encourage applications from underrepresented groups (such as people with disabilities, those from global majority backgrounds or those who have lived experience similar to that of the clients we support).

APPLICATION PROCESS

The first stage is to complete on our online application form on our [website](#) by 12pm on Wednesday 26th April 2025. Please note that we will close applications early should we receive sufficient interest.

We encourage applicants to apply for the post at the earliest opportunity. Regrettably, we can only notify applicants if they are shortlisted.

You'll be asked to:

1. Upload a short covering letter. Please tell us why the position appeals to you, and how your skills and experience demonstrate your suitability for the role
2. Upload your current CV
3. Complete an online Equal Opportunities monitoring form – completion of this form will help us ensure that our recruitment procedures operate in such a way as to provide genuine equality of opportunity. The questions are entirely optional and this information will not be available to members of the selection panel.

For any queries, please call 0203 058 2020 or email reception@helenbamber.org, asking to speak with Dr Christina Curry or Dr Fran Brady

SELECTION PROCESS

Interviews for this post will be held on a rolling basis.

ELIGIBILITY

Please note that the successful candidate will have the right to work in the UK will be subject to an enhanced DBS check and disclosure of adult and child barring lists. If appointed, you will also be required to give your consent to the charity to receive regular updates on your criminal records status throughout your employment.

You will need the right to work in the UK: unfortunately, we are unable to sponsor people to work in the UK.

ADJUSTMENTS

We are committed to providing reasonable adjustments throughout our recruitment process and we'll always endeavour to be as accommodating as possible. If you require a different format of the application form, such as large print or Word format, or if you would like to discuss any specific requirements, please get in touch with us at jobs@helenbamber.org.

EXPERTS BY EXPERIENCE SUPPORT

We are also proud to be a member of the Experts by Experience Employment Network (www.ebeemployment.org.uk), which aims to increase representation of people with lived experience in the charitable sector. Please feel free to use information and resources at <https://www.ebeemployment.org.uk/ebe> which may help in preparing your job application.

