

SENIOR PRACTITIONER

(STUDENT PLACEMENTS,
VOLUNTEERS, WORKFORCE
DEVELOPMENT

Job Description



Walney Extension
Community Fund



AN INTRODUCTION TO BIRCHALL

The Birchall Trust empowers people affected by rape and sexual abuse to recover from their trauma so they can lead safe and fulfilling lives irrespective of gender identity, sexuality, ethnicity, culture, or religion.

We believe that we should live in a society that is free of rape, sexual abuse, and sexualised violence and through a trauma informed approach we....

- Realise the potentially damaging consequences of traumatic experiences and the opportunities that exist for healing through safe relationships.
- Recognise the signs of trauma, and seek to address the underlying causes
- Respond with empathy, integrating the knowledge of trauma into our policies and practice.
- Resist retraumatising people and aim to deescalate the deep anxiety that adversity can cause.
- Assisting people to recover from their trauma, by enabling them to live in the present without being overwhelmed by the thoughts and feelings of the past.

OUR CORE TRAUMA INFORMED VALUES

Our values align to the core trauma informed principles around:

Safety	Creating physically and emotionally safe environments where children, young people and families feel respected, heard and supported.
Trust	Building trusted relationships through integrity, authenticity and consistency.
Choice	Ensuring children, young people and families have a voice in decisions affecting them and their therapeutic journey.
Collaboration	Working in partnership with children, families and professionals to achieve the best possible outcomes.
Empowerment	Supporting children, young people and families to build on their strengths, develop resilience and achieve meaningful change.

JOB DESCRIPTION

Job Title:	Senior Practitioner
Accountable to	Head of services
Base:	Lancaster, Morecambe or Barrow in Furness
Salary:	£30,458 rising to £34,646
Hours:	Full time 37.5 hours per week

ABOUT THE ROLE

The Birchall Trust is seeking an experienced and motivated Senior Practitioner to lead the development, coordination and quality assurance of our counselling student placements, volunteer counsellor programme and wider learning partnerships.

The post holder will be responsible for building and maintaining relationships with universities, counselling training providers, social work programmes and other educational institutions to create high quality placement opportunities that support the development of future professionals whilst strengthening Birchall's service delivery capacity.

As part of the Operational Management team, you will provide operational leadership across services, ensuring client allocations are appropriate to student / volunteer practitioner competence, experience and training needs.

You will oversee placement and volunteer recruitment programmes, support workforce planning, contribute to safeguarding and quality assurance processes, and help maintain high standards of professional practice across the organisation.

Alongside these responsibilities, you will undertake the full range of duties expected of a Senior Practitioner, including assessments, case allocation, safeguarding, service development and support for frontline staff, volunteers and students.

Key Responsibilities

Placements, Volunteers & University Partnerships

- Lead the development and coordination of counselling student placements, social work placements and volunteer counsellor opportunities.
- Develop and maintain partnership agreements with universities, colleges, counselling training providers and professional bodies.
- Act as Birchall's lead contact for placement providers and educational institutions.
- Coordinate annual recruitment campaigns for counselling students, placement opportunities and volunteer counsellors.
- Ensure appropriate induction, onboarding and placement processes are in place.

MORE ABOUT THE ROLE

Key Responsibilities

- Monitor placement experiences and gather feedback from students, volunteers and partner organisations.
- Support students and volunteers to develop safely and effectively within a trauma-informed environment.
- Identify opportunities to strengthen workforce development and build sustainable practitioner pathways into Birchall services.

Clinical and Operational Leadership

- Support the allocation of clients from waiting lists, ensuring cases are matched appropriately to practitioner experience, competence, specialism and training requirements.
- Monitor placement caseloads to ensure safe, ethical and effective practice.
- Support practitioners, volunteers and students to work within professional and organisational standards.
- Provide guidance and consultation regarding client risk, safeguarding and complex cases.
- Contribute to service delivery, assessments and direct client work where required.
- Support service performance, waiting list management and access targets.

Health, Safety & Quality Assurance

- Ensure students, volunteers and practitioners have access to appropriate and safe working environments.
- Maintain oversight of health and safety requirements relating to students and volunteers across all Birchall locations.
- Ensure compliance with safeguarding, confidentiality, GDPR and professional practice requirements.
- Support audits, quality assurance activities and accreditation standards.
- Contribute to policy development, workforce procedures and continuous service improvement.

Team Leadership

- Provide day-to-day leadership, support and guidance to students, volunteers and practitioners.
- Promote high standards of professional conduct and trauma-informed practice.
- Support workforce planning, recruitment and retention initiatives.
- Contribute to team meetings, supervision structures and organisational development activities.
- Work collaboratively with other Senior Practitioners to ensure consistency of practice across services.

PERSON SPECIFICATION

Essential

- Significant experience working within counselling, psychotherapy, social work, wellbeing or related services.
- Experience supporting, mentoring, supervising or coordinating students, trainees, volunteers or newly qualified practitioners.
- Experience developing partnerships with universities, training providers or professional organisations.
- Strong understanding of safeguarding, professional boundaries and ethical practice.
- Experience of allocating work or managing caseloads within a service setting.
- Excellent organisational, communication and relationship-building skills.
- Understanding of trauma-informed practice and its application within specialist services.
- Ability to manage competing priorities and coordinate multiple programmes of work.
- Full UK driving licence and access to a vehicle.

Desirable

- Qualification in counselling, psychotherapy, social work or a related profession.
- Experience working within specialist sexual violence or trauma services.
- Experience managing placement programmes or volunteer services.
- Experience of quality assurance, accreditation or workforce development initiatives.
- Knowledge of counselling training requirements and professional body standards.
- Experience of supervising practitioners, students or volunteers.

Success Measures

- High-quality placement and volunteer programmes are maintained and expanded.
- Positive feedback from students, volunteers and university partners.
- Successful annual recruitment of counselling students and volunteer counsellors.
- Safe and effective allocation of clients based on practitioner competence and development needs.
- Compliance with health and safety, safeguarding and quality standards.
- Improved workforce capacity and practitioner development across Birchall services.

Birchall in Numbers

WHAT WE'VE ACHIEVED

2023-24



2022 people accessed advice and information at our community events.

310 children accessed our schools programme work.

1490 individuals contacted our services for information, advice, support and counselling.

190 people received wellbeing support



371 People received adult counselling.

44 children access play therapy.

HOW TO APPLY

Thank you for showing an interest in applying for a role with The Birchall Trust. Please fill out our online [Application Form](#).

Alternately, go to our [Vacancies Page](#) on our website, select the job you would like to apply for and click the Apply Here button.

Top Tip: Please leave up to 20 seconds for the form to submit. You will be redirected to the Equal Opportunities Form once it has been submitted. You will need to attach your most recent CV and you can upload any additional documents that you think will help with your application.

If you require any further advice on any of the above, please phone [01229 820828](tel:01229820828)

Please note that this vacancy may close earlier than the stated closing date if a suitable candidate is appointed. We therefore encourage interested applicants to apply as soon as possible.

WHY BIRCHALL?

Being a part of team Birchall is a rewarding and exciting experience. With full time and freelance team members across Cumbria, North Lancs, East Lancs, and the Fylde Coast, With numerous volunteers and people with lived experience, you'll join a strong team dedicated to supporting people affected by rape and sexual abuse.

Each year we campaign, fundraise and offer educational programmes as well as wellbeing services and group work activity sessions.

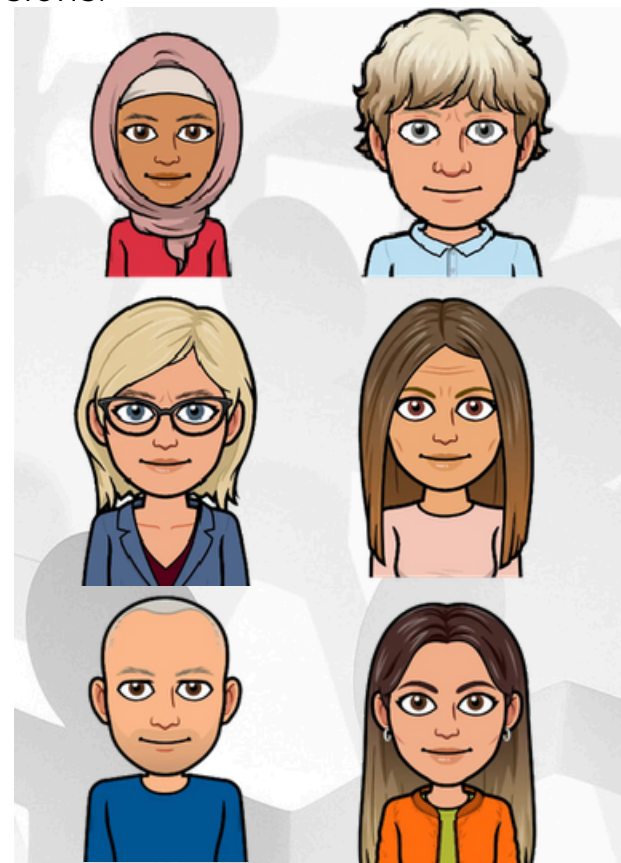
Our Volunteers:

We've been incredibly lucky to have some amazing people raise both money and awareness for Birchall this year. From walking the With Her Lancaster Half Marathon (13.1 miles) to joining us for the Keswick to Barrow Walk – we want to say a huge thank you to everyone who has supported us in helping people affected by rape and sexual abuse this year.

What we offer:

We recognise that each person using our services is an expert on their own emotional process and we aim to create an environment where people can develop trust in their own intuition and safety in a space where they can begin to explore their feelings and thoughts about their experience.

Our framework consists of 3 stages:



1. Stabilisation & Understanding

2. Processing & Acceptance

3. Integration & Engagement

Counselling

Education & Training

Wellbeing

Peer Support

“

“I can now understand why I feel and behave the way I do. I have learned grounding techniques which are invaluable. The relationship between my counsellor and I has been priceless. Thank you for giving me my life back.”

Previous Client

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USEFUL LINKS



[@thebirchalltrust](#)



[@TheBirchallTrust](#)



[The Birchall Trust](#)



[www.birchalltrust.org.uk](#)



[www.birchalltrust.org.uk](#)

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North Lancs Telephone: 01524 239595

East Lancs Telephone: 01254 919505
Fylde Coast Telephone: 01253 201946