



Support for survivors of rape and sexual abuse

Job Description

Job Title:	Lead Counsellor
Contract:	Part-time (25 hours per week) Permanent
Salary:	£31,083 per annum pro rata
Location:	York (hybrid working available; must include Fridays)

Background Information

Survive supports adult survivors of rape, sexual assault and child sexual abuse to rebuild their lives. For over 30 years, we have provided specialist counselling, trauma therapy, 1-1 support and a dedicated helpline across York, North Yorkshire and the East Riding. Our work is grounded in our values: **Inclusivity, Enabling, Hope, Integrity and Courageous Advocacy**.

We are now seeking a compassionate and experienced Lead Counsellor to join our team and help shape the delivery of our therapeutic services.

About the Role

As Lead Counsellor, you will play a central role in ensuring survivors receive safe, high-quality, trauma-informed support. You will:

- Carry your own counselling caseload, delivering sessions face-to-face, online and by telephone.
- Conduct initial assessments and allocate clients to the most appropriate service.
- Provide day-to-day leadership for a team of counsellors, including supervision, wellbeing monitoring, caseload oversight and annual appraisals.
- Act as a designated safeguarding lead on a rota basis, offering guidance to staff and volunteers.
- Maintain accurate, GDPR-compliant records and update our Orcuma and CharityLog systems.
- Liaise with external agencies and contribute to reports when required.
- Work closely with the Counselling Service Manager to review workload, development needs and service quality.



2nd Floor, 25 Micklegate, York, YO1 6JH



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www.survive-northyorks.org.uk

Registered Charity No. 1069129
BACP membership number: 00104488
A company limited by guarantee No. 03455000

Who We're Looking For

You will be a skilled, grounded and emotionally resilient practitioner with:

Essential

- A recognised counselling qualification.
- 3–5 years' post-qualification experience as a practising therapist (including voluntary work).
- Accreditation (or working towards accreditation) with BACP, UKCP or equivalent.
- Experience working therapeutically with adults affected by sexual violence, trauma, complex trauma, dissociation or DID.
- A Humanistic approach underpinning your practice.
- Experience assessing client needs and risk.
- Strong communication, administrative and ICT skills, including confident use of Microsoft Office and client databases.
- Ability to prioritise, maintain accurate records and work effectively as part of a team.
- Commitment to safeguarding, equality, diversity and inclusive practice.
- Resilience and the ability to maintain a positive, grounded presence when supporting clients in distress.

Desirable

- Experience managing a team or overseeing a project.
- Experience working in the voluntary sector.
- Knowledge of the criminal justice system or pre-trial therapy principles.
- Understanding of current research relating to therapeutic work with survivors.
- Knowledge of the voluntary/community sector.

Vetting Requirements

This role requires an enhanced DBS check and additional vetting. Candidates must have been resident in the UK for the past three years.

Why Join Survive?





- Work within a values-driven, trauma-informed organisation with a long history of supporting survivors.
- Be part of a supportive, reflective and collaborative counselling team.
- Hybrid working options available.
- Opportunities for ongoing CPD and professional growth.
- Make a meaningful difference every day.

How to Apply

Please send us:

- A CV
- A cover letter outlining how you meet the Person Specification
- Details of your accreditation status



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