



Basingstoke Counselling Service, a registered charity, was founded in 1985 by a small group of local therapists wanting to provide mental health support to the local community. Since then, the Service has flourished to become a busy, vibrant counselling and training centre, managed by a talented team of clinical and non-clinical staff, dedicated to improving the emotional wellbeing of our community.

We achieve this in two ways. Firstly, we offer one-to-one and couples counselling for adults, via a team of counsellors who provide a professional and affordable service. Our counsellors are supervised and practise within the BACP Ethical Framework for the Counselling Professions. Secondly, we provide a range of training courses for those interested in supporting others with mental health difficulties. We have a long heritage of running highly regarded courses from one-day CPD workshops through to a three-year BACP Accredited Diploma in Psychodynamic Counselling.

Based in central Basingstoke (a stone's throw from War Memorial Park and the town centre shops and transport links), we have a suite of eleven rooms used for counselling, training and administration. All of these rooms have recently been refurbished to a high standard, making BCS a very pleasant and welcoming work environment!

This is an exciting time for the Service as we are experiencing a sustained period of growth. To ensure that we continue to deliver high quality services to all our users it is imperative that we recruit talented and committed individuals to complement the current team and help us continue to develop and grow the Service. To minimise our impact on the environment and ensure efficient work practises, all of our systems are now digital.

We understand that discrimination and inequality exist in our society. As an organisation, we aim to treat everyone with dignity and respect, and therefore challenge ourselves regularly to ensure we achieve this. We do this by listening and responding to feedback and regularly reviewing our approach to equality, diversity and inclusion.



Job Description

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| Role title | Clinical Supervisor |
| Reporting to | Clinical Services Manager |
| Employer | Basingstoke Counselling Service |
| Location | This is an in-person position taking place at, Goldings, London Road, Basingstoke, RG21 4AN. |
| Working hours | 1.5 hours per supervision group We are seeking a supervisor to run 1 or 2 supervision groups weekly, preferably in the evenings (hours to be agreed) |
| Rate of pay | £40 per hour (£60 per 1.5hrs group) |
| Term of contract | Self-employed |
| Start date | September 2026 |
| Closing date for applications | N/A |
| Interview date | To be agreed |
| To apply | Send CV and covering letter to mariah.warren@basingstokecounselling.org.uk |
| For an informal chat about the role | Please contact Mariah Warren on the above email address |

Overview of the post

We are seeking a suitably experienced clinical supervisor who has the skills to offer group supervision to BCS's counsellors and would like to join our thriving community counselling service. Our clinical supervisors form a fundamental part of the BCS team by supporting the ongoing development of our counsellors and the clinical work of the Service.

We currently have a team of seven clinical supervisors. The current counsellor team of 56 comprises a mix of qualified volunteer and trainee (both in-house and external placement) counsellors. These supervision groups are mixed and would have the potential to include all of these counsellors with the exception of the in-house trainees. The majority of our counsellors are from a psychodynamic background, but we have counsellors with integrative, humanistic, transpersonal or TA backgrounds. The work undertaken by our counsellors is a combination of open-ended, time-limited, couples* and initial consultations*.

This postholder will be line-managed by the Clinical Services Manager, and work closely with both Clinical Services Manager and Counselling Operations Manager, whose roles are to manage all aspects of the counselling function. We also have a CEO, and a committed administrative team, comprising of one Administrator and one Office Manager, who provide support for all aspects of the counselling provision.

Duties and responsibilities

- For at least 42 weeks per year, provide one and a half hours of supervision per group of four counsellors per week. Counsellor numbers in a group may vary temporarily throughout the role.
- To enable each counsellor to become more effective in their counselling by;
 - Developing awareness of the dynamics and interaction between themselves, their clients, and the supervision process
 - Developing insights into the counselling process, thus responding as effectively as possible to the client's therapeutic needs
 - Enabling the settling of realistic goals in relation to each client
 - Supporting counsellors in the management of practical matters relating to clients, e.g., doctors' letters, fees, holiday breaks, etc
 - Addressing any issue that is in the way of counsellor's effective work with a client.
 - Monitoring and assessing counsellors, maintaining appropriate boundaries, ethical practice, and code of conduct.
- Have one individual tutorial per year with each counsellor and complete a review form in line with BCS policy.
- Clinical risk management and assessment in line with policies and procedures.
- Notify and discuss with the Clinical Services Manager any serious concerns about a client's welfare and any safeguarding.
- Notify and discuss with the Clinical Services Manager any serious concerns about a counsellor's work or conduct and any action which needs to be taken.
- Attend supervisors' meetings with the Counselling team three times per year.
- Be regularly supervised on their supervisory work (this is not provided by BCS and must be arranged externally).
- Ensure compliance with clinical regulatory requirements, e.g., BACP and GDPR, and adherence to internal policies and procedures.

* Where appropriate training has taken place

Clinical Supervisor

Person Specification

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| Training and qualifications | <ul style="list-style-type: none"> • Professionally qualified counsellor, ideally with a psychodynamic training • Minimum of three years' clinical experience • Specific training in supervision (or currently undertaking one) • Member of BACP, UKCP or other professional body |
| Knowledge and experience | <ul style="list-style-type: none"> • Solid understanding of psychodynamic counselling and how other modalities work alongside it • Strong ethical practice and quality standards • Effective clinical judgement • Experience in clinical risk management and assessment, trauma-informed working and solid knowledge of safeguarding procedures and legislation • Clinical experience and knowledge of working with difference and diversity (including gender diversity and neurodivergence.) • In current supervised practice with experience of working both in-person and on a mediated platform |
| Skills | <ul style="list-style-type: none"> • The ability to hold and manage a group of up to four counsellors, with group-work skills • The ability to supervise open-ended, short-term, couples and initial consultations • An ability to maintain appropriate boundaries • An openness to being challenged • Good administration and organisational skills • Good level of computer literacy to work with our digital systems, Microsoft applications and a CRM. • Ability to work effectively both independently and as part of a team |