

**Job Title:** Therapist - Substance Use and Gambling

**Location:** Guernsey, Channel Islands

**Reports To:** Executive Officer

**Hours:** Minimum 15 hours per week

**Salary:** Dependent on experience and qualifications

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## About Us

We are Guernsey's leading third sector organisation supporting people affected by substance use and gambling-related harm. Our work is rooted in compassion, professionalism, and evidence-based practice, with a focus on helping people achieve sustainable recovery and improved wellbeing. Our dedicated team delivers high-quality therapeutic support tailored to the needs of the people and communities we serve.

## Job Purpose

The purpose of this role is to provide evidence-based therapeutic support to individuals experiencing difficulties related to substance use and gambling. The postholder will deliver one-to-one therapy, undertake ongoing assessment and formulation, and develop person-centred treatment plans that reflect each client's needs, goals, and circumstances. Working collaboratively with colleagues and partner services, the therapist will help ensure clients receive timely, appropriate, and effective support throughout their recovery journey.

## Key Responsibilities

- **Therapeutic Support:** Deliver one-to-one therapy for clients affected by substance use and gambling-related difficulties, using evidence-based, goal-focused approaches such as CBT, DBT, and Motivational Interviewing.
- **Assessment and Formulation:** Undertake comprehensive psychological assessments and maintain up-to-date formulations to inform personalised treatment.
- **Treatment Planning and Review:** Develop, review, and adapt treatment plans in collaboration with clients and the wider clinical team to reflect progress and emerging needs.
- **Risk and Crisis Response:** Identify and respond appropriately to risk or crisis issues raised within structured sessions, making referrals to relevant services where necessary. Please note that Independence is not a crisis service.
- **Confidentiality and Record Keeping:** Maintain accurate, timely, and professional records of therapy sessions, assessments, and reviews, in line with confidentiality requirements and data protection legislation.

- **Multi-Disciplinary Collaboration:** Work closely with colleagues across the organisation and with external professionals, where appropriate and in line with policy and legal frameworks, to support integrated care.
- **Client Empowerment:** Support clients to build self-awareness, psychological flexibility, and develop practical strategies for long-term recovery and wellbeing.
- **Professional Development:** Engage in continuing professional development, supervision, and relevant training to maintain high standards of practice and remain current with developments in addiction and mental health care.

## Key Requirements

- **Qualifications:** A recognised qualification in psychotherapy, counselling, psychology, or a related discipline.
- **Experience:** At least two years' experience of delivering supervised therapy to clients with common mental health difficulties.
- **Therapeutic Approaches:** Experience of delivering evidence-based interventions such as Cognitive Behavioural Therapy (CBT), Dialectical Behaviour Therapy (DBT), Motivational Interviewing (MI), and Acceptance and Commitment Therapy (ACT).
- **Knowledge:** A strong understanding of common mental health presentations, including dual diagnosis, and the ability to work effectively with people from diverse backgrounds.
- **Professional Registration:** Full membership or accreditation with a relevant professional body such as BACP, UKCP, HCPC, or equivalent. Candidates who are not yet accredited should be willing to work towards accreditation.
- **Right to Work:** Applicants must be able to demonstrate the right to work in Guernsey, including holding any required employment permit.
- **Skills:**
  - Excellent interpersonal, communication, and relationship-building skills.
  - The ability to build rapport with clients while demonstrating empathy, professionalism, and appropriate boundaries.
  - The ability to work both independently and collaboratively as part of a wider team.
  - Strong organisational skills and attention to detail.
  - Confidence in managing challenging situations with calmness, professionalism, and sound judgement.
  - A reflective approach to practice and supervision.
  - The ability to formulate client presentations and translate these into effective treatment plans.
  - Competence in the use of IT systems and digital record keeping.
- **Personal Attributes:**
  - A non-judgemental and inclusive approach to working with clients and colleagues.
  - Reliability, resilience, and the ability to maintain professional boundaries and self-care in a demanding environment.
  - Professional curiosity, humility, and sound problem-solving skills.
  - Well-developed interpersonal awareness and emotional maturity.

## Desirable Skills

- Experience of working in addiction recovery or rehabilitation, particularly in a community-based setting.
- Knowledge of local services and networks in Guernsey relating to addiction support and mental health care.

## Working Conditions

- This role offers flexibility in working hours to help meet the needs of clients and the service.
- The successful candidate will be subject to appropriate pre-employment checks as part of our commitment to safeguarding vulnerable individuals.
- The postholder may also contribute to service development, team learning, and training activity where appropriate.

## How to Apply

To apply, please complete our online [application form](#).

If you require the application form in an alternative format, please email [trear@independence.gg](mailto:trear@independence.gg).

**Closing Date:** Friday 26<sup>th</sup> June 12 noon

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We are committed to being an equal opportunities employer and to creating a diverse, inclusive, and supportive workplace. We welcome applications from all suitably qualified candidates and are dedicated to treating all applicants and employees with fairness, dignity, and respect.