

CAREERS AT TLG

**TLG** transforming  
lives for good



# Head of Therapeutic Support

JOB DESCRIPTION



# we are **transforming lives for good**

**Transforming Lives for Good (TLG)** is a national charity that helps churches to bring hope and a future for struggling children. That means getting alongside struggling children, providing practical support in and out of school and connecting with home to bring hope and a future.

All over the UK, children are struggling in school for all kinds of reasons and many families are suffering without hope. Nationally, the latest statistics show that:

- Children living in poverty are 4 times more likely to get a permanent exclusion from school
- More than two thirds of the current prison population were excluded from school
- One in six 16-24 year old 'NEETs' (those not in Education, Employment or Training) die within ten years of falling out of the system
- 1.5 million children are entitled to free school meals in the UK

## **But there is hope.**

It comes through the local church making a real difference in their community. TLG is passionate about bringing a practical approach that goes way beyond education and works to build strong connections between local churches, families and schools. At TLG, we have a big vision to make the difference in as many children and families lives as possible. We are transforming lives for good!



# TLG's culture & values

At TLG, our work is our vocation, giving us a rich sense of purpose. We also believe work can be a great experience and enable people to grow into their full potential. In fact, we are recognised nationally as an exceptional place to work. In 2019, we were named the best charity to work for in the UK by the prestigious Sunday Times Best Organisations to Work for.

This special award highlights all the positives about working at TLG! We love to look after our team and here are some of the great benefits we offer:

- Fun team times away
- Retreat days for staff
- Generous holidays and flexible working arrangements
- Above and beyond recognition for high-performing staff
- Support for staff with counselling and coaching
- Contributions towards training and professional qualifications.

## Our Values

Holding to these values is vital in all aspects of our growth.

- **Greater Transformation**  
Relentlessly focussed on the main thing (TLG's mission and vision), energised by the challenge, and deliberately missional.
- **Relational Leadership**  
Bringing out the 'gold' in others, 'leaning in' when it's relationally tough, and humble yet courageous.
- **Local Church**  
Celebrating the Church, grace and patience in partnership, and rooted in the local church community.
- **Excellence Every Day**  
Joyfully exceeding expectations, learning from failure, and knowing uncertainty doesn't throw us.
- **Vibrant Faith**  
Nurturing our own walk with God, following Jesus together even when it's tough, and realising work is mission – so much more than a job.

# Head of Therapeutic Support

- Location:** Home-based – with an expectation of regular travel for in person meetings
- Salary:** £49,146 – £53,156 FTE (depending on experience) + 10% employer pension, life assurance, generous holiday allowance, health cash plan & more
- Hours:** Part-time (0.6 FTE, 22.5 hours)
- Reporting to:** Director of Programmes
- Contract:** Permanent contract

## Job Role:

The Head of Therapeutic Support will bring specialist strategic leadership to the mission of TLG. As we pursue our 10-year vision to bring fullness of life for every child, no matter what struggles they face, the Head of Therapeutic Support will be at the forefront of ensuring TLG and our church partners are well equipped for the deeper needs increasingly evident in the lives of children and young people.

This is a role for a pioneering leader – someone able to bring insights from a broad range of clinical experience and a well-developed understanding of proven approaches from firsthand experience in a number of different sectors. The Head of Therapeutic Support will consistently demonstrate the ability to develop brand new concepts that can scale nationally, and potentially internationally, whilst balancing speed of development with the need for effectiveness and safety. The pioneering nature of this role will involve high level strategic influence within TLG, and more broadly inspire confidence with church partners, statutory agencies, clinical and non-clinical professionals, training providers and other stakeholders.

Reporting to the Director of Programmes, the Head of Therapeutic Support will be a member of the Wider Leadership Team and directly shape delivery of high-quality services as part of the strategic leadership of TLG. This role will provide the clinical leadership for the whole organisation, managing and mitigating clinical risk and having an eye to all the implications of delivering clinical services in a community context. The successful candidate will lead the development of TLG's therapeutic and trauma informed approaches across all aspects of the organisation, ensuring that there is a high level of knowledge, ownership and consistent practice within both existing and new programmes. TLG's Head of Therapeutic Support will be the authoritative voice on the way TLG works with children and families and will help ensure maximum impact in the lives of those we are supporting.

### Job Tasks:

#### Pioneering

- Working with the Innovation Hub, Programmes team, and senior leaders, develop and shape innovative and relevant approaches for churches everywhere to bring clinical and non-clinical support to children, young people and families.
- Design in detail the systems, processes, and quality assurance that appropriately delivers effective therapeutic support, with a particular focus on innovation and finding new ways to help churches meet deeper needs.
- Be able to work with minimum viable solutions, testing and adapting through the process of scaling. Bring leadership that balances the speed of development with the need for effectiveness and safety.
- Partner well with a range of internal and external stakeholders on the pioneering and innovation journey.
- Ensure that the voices of children and young people meaningfully inform the design, delivery and evolution of TLG's therapeutic and non-clinical approaches, embedding feedback loops and participatory methods into innovation processes.

#### Clinical Leadership

- Provide the clinical leadership for TLG, shaping clinical practise, and providing expert input to non-clinical practise.
- Lead the professional development of counsellors, therapists and coaches within the TLG team and support the wider psychoeducation of all staff.
- Provide, and where appropriate, oversee the clinical supervision of counsellors and therapists delivering within TLG programmes, alongside the supervision approach to non-clinical coaching staff.
- Work with the programmes team to mitigate clinical risk by having an eye to all the implications of delivering clinical services in a community context.
- Lead the development of TLGs therapeutic and trauma informed approaches across all aspects of the organisation, partnering well with colleagues in the programmes team, and the clinical expert on the TLG trustee board.
- Develop a medium-term strategy for the training up of therapists for the TLG context, building partnerships as appropriate with training providers, exploring conversion routes for those qualified to work with adults, potentially designing and delivering a TLG training route for those wanting to become therapists for children and young people.

### Strategic Leadership

- Play a key role in the faith-led leadership of TLG as a member of the Wider Leadership Team. Contribute to the development of vision for the role of the Church in the delivery of high-quality therapeutic services.
- Help set medium term objectives and strategy that will ensure appropriate therapeutic practise is embedded and strengthened within TLG and our partner churches.
- Partner well with the Trustee Board, drawing on the experience of those with clinical expertise, and church leaders, to provide a sounding board for strategy and practice.

### External Influence

- Develop and utilise an external network of practitioners and advisors to enable personal growth and development, whilst ensuring that TLG is at the forefront of best practise and innovation within therapeutic support.
- Pioneer new ways to build a movement of people, both in the Church and more broadly, who follow and are equipped by TLG's approaches. This could include things like; webinar training, podcasts, networks for Christian therapists, advice clinics for schools and those working with children and young people.
- Form and develop strategic partnerships with training providers to enable trainees and qualified staff to volunteer within TLG's service delivery.
- Support the sales process with churches for different forms of partnership.
- Support the sales process for Therapeutic Hubs with schools, local authorities, and other potential commissioners.

### Key Performance Indicators:

- Growth trajectory established for the reach of TLG's therapeutic interventions.
- Clear positive impact evidenced through TLG's therapeutic interventions, and learning used to drive further impact and design.
- Growth trajectory established in the level of qualified and trainee hours delivered through TLG's therapeutic interventions.
- Financial sustainability of Therapeutic Hubs established within agreed timeframes.
- 100% engagement rate within TLG's therapeutic practitioner network for clinical supervision provided.

### Additional Responsibilities:

- Attend, fully participate in and, on occasions, lead daily Christian devotionals and times of worship for the staff team.
- Attend TLG's Staff Conference twice a year. This includes active participation in corporate Christian prayer and worship and the opportunity to share faith testimonies of young people involved in TLG programmes.
- Take on additional responsibilities for tasks as your role develops.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"><li>• A good level of general education, including GCSE Maths and English plus A-levels or equivalent.</li><li>• Educated to degree level.</li><li>• Qualified and accredited as a Psychotherapist for work with children and young people.</li><li>• Qualified as a clinical supervisor.</li></ul>	<ul style="list-style-type: none"><li>• Coaching qualification &amp; accreditation with a recognised accrediting body (AC, ICF, EMCC).</li></ul>
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"><li>• A passion for the church to be a great place for children, young people and families to turn for high quality therapeutic support.</li><li>• Evidence of thought leadership in the development of Therapeutic Practice.</li><li>• An awareness and acceptance of different approaches to child and adult mental health.</li><li>• A well-developed understanding of clinical supervision.</li><li>• A relational leader with exceptional communication and interpersonal skills and the ability to influence and win over key relationships at both leadership team and board levels.</li><li>• A proactive instinct to anticipate the needs of others and provide effective problem-solving.</li><li>• An engaging trainer/speaker, able to equip and inspire groups.</li><li>• A high level of written and verbal communication skills, using accessible language to inform and equip others.</li><li>• Working knowledge of Microsoft office applications.</li><li>• Ability to act as a role model for the culture and values of TLG.</li><li>• Working knowledge and understanding of local church culture across the UK.</li></ul>	<ul style="list-style-type: none"><li>• Financial management of therapeutic services.</li><li>• Leadership of teams within a church context.</li><li>• Strategic advice to organisations with regard to service design.</li><li>• Management of clinical practice delivered by others.</li><li>• Organisational safeguarding leadership.</li></ul>

## PERSON SPECIFICATION CONT.

	ESSENTIAL	DESIRABLE
EXPERIENCE	<ul style="list-style-type: none"> <li>• 5 years minimum experience of clinical practice post qualification in a range of different settings.</li> <li>• Extensive experience as a psychotherapist working with children and young people.</li> <li>• Clinical supervision of therapists and counsellors.</li> <li>• Partnership/multi-agency working to build effective partnerships to support children, young people and families.</li> <li>• Public speaking, training, and equipping of groups of people.</li> <li>• Service design/development.</li> <li>• Strategic leadership that shapes organisational approaches.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of clinical service delivery within a school setting.</li> <li>• Experience as a psychotherapist working with adults.</li> </ul>
CHRISTIAN LIFESTYLE	<ul style="list-style-type: none"> <li>• Commitment to actively pursue the on-going personal, professional and spiritual development of themselves and colleagues in order to enhance the contribution to TLG.</li> <li>• Attends and participates where possible in prayer meetings and staff conferences.</li> <li>• Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith.</li> </ul>	
ADDITIONAL	<ul style="list-style-type: none"> <li>• The applicant plays an active part in promoting the work of TLG including the recruitment of individual regular donors through TLG's Hope Giver scheme.</li> <li>• Provide 3 referees – one referee must support applicant's Christian commitment.</li> <li>• Provide evidence of suitability to work in the UK and appropriate qualifications.</li> <li>• Completion of an acceptable/clear Enhanced DBS check with TLG.</li> </ul>	



# Application process

Apply today through our website:

[www.tlg.org.uk/careers](http://www.tlg.org.uk/careers)

- After clicking 'Apply', you'll be taken to an online application form. This will include uploading a personal statement explaining how you meet the criteria outlined in the job description for this role and your motivation for applying. There will also be some questions exploring how your faith relates to your working life, and an option to upload a CV later in the form.
- After the closing date, we'll be in touch via email. If you've been shortlisted for the role, you will receive an invitation for a short initial interview which will be held online.
- If successful following your initial interview, we'll then invite you to a final interview in person at our National Support Centre in West Yorkshire.

*You can find the closing and interview dates in the role's advert on our website.*

We would welcome applications from candidates from diverse backgrounds to enable us to better reflect the needs of the communities we serve.

## Having trouble with your application?

If you have any problems with the online application process, please contact [recruitment@tlg.org.uk](mailto:recruitment@tlg.org.uk) and someone will get back to you as soon as possible.

*Note: If you're having trouble, please check Website Tracking and Third-Party Cookies are enabled, and you have updated to the latest version of your browser and device software.*