

Earth Wisdom Ecotherapy Community Interest Company (EWECIC)

Job Description and Person Specification

Counsellor/Therapist

Role Overview

The Counsellor/Therapist will deliver high-quality, ethical counselling and therapeutic support on a one-to-one basis. Work may take place in person, remotely (online or telephone), and/or within group or community-based therapeutic spaces, including outdoor ecotherapy contexts where appropriate.

The role primarily involves work with adults. Work with young people may be offered where the practitioner holds appropriate qualifications, experience, and safeguarding clearance.

Responsible to:

Therapeutic Leadership Team

Location

Painswick and Stroud, and/or remote delivery.

Engagement Type

Independent Contractor (Self-Employed). This role is offered on a self-employed, sessional basis. Hours are not guaranteed and are dependent on client referrals and service demand.

Nothing in this role description is intended to create an employment relationship. Practitioners are engaged as independent contractors and retain autonomy over their professional practice, subject to ethical, safeguarding, and service-quality requirements.

Practitioners are not required to accept a minimum number of clients or sessions and may decline referrals in line with their scope of practice and availability.

Remuneration

- **£25 per invoiceable client session**
(This rate is inclusive of preparation time, clinical notes, administration, and reflective practice.)

Practitioners are responsible for invoicing EWECIC and for their own tax, National Insurance, and insurance obligations.

Scope of Work/Services Provided

- Deliver one-to-one counselling/therapy sessions to adults, either in person or remotely.
- Where appropriately qualified, deliver therapeutic support to young people in line with safeguarding requirements.
- Where appropriately trained through the Earth Wisdom training pathway, facilitate ecotherapy groups, community programmes and outdoor therapeutic experiences.
- Share availability for Earth Wisdom client work with the Therapeutic Leadership Team to support service coordination.
- Maintain accurate, timely, and compliant client records within the Earth Wisdom case management system, in line with organisational policies and GDPR requirements.
- Communicate clearly and professionally with clients and the Therapeutic Leadership Team throughout the client journey.
- Assess, recognise, and respond appropriately to clinical risk and safeguarding concerns, escalating issues to supervisors and the Therapeutic Leadership Team in a timely manner.
- Follow Earth Wisdom safeguarding policies and national and local safeguarding procedures at all times.
- Maintain appropriate clinical supervision for Earth Wisdom work, either externally or through group supervision offered by Earth Wisdom where available.
- Review client work within supervision and share relevant learning, risks, or concerns with the Therapeutic Leadership Team to support safe and ethical practice.
- Complete agreed organisational processes relevant to Earth Wisdom work, including maintaining up-to-date personal records and notifying Earth Wisdom of periods of unavailability that may affect client continuity.
- Adhere to all Earth Wisdom policies and procedures.
- Practice in accordance with the **BACP Ethical Framework**, **NCPS Code of Ethics**, or the ethical framework of another recognised professional body.
- Participate in mandatory and role-relevant training necessary to meet safeguarding, ethical, and service-quality requirements.
- Actively support the values, vision, and strategic aims of Earth Wisdom.

Collegial Contribution & Reciprocity

As a Community Interest Company operating a reduced-cost access model, Earth Wisdom functions through a collegial and reciprocal structure. Practitioners engaged in client work contribute, on a reasonable and proportionate basis, to the sustainability and development of the organisation.

This may include participation in agreed shared responsibilities such as administrative support, community outreach, development work, or contribution to organisational processes.

The nature and extent of contribution will be proportionate to the practitioner's level of engagement with Earth Wisdom and agreed in discussion with the Therapeutic Leadership Team.

Person Specification

Qualifications

- Diploma-level counselling or psychotherapy qualification (or equivalent).
- Current membership of a recognised professional body (e.g. BACP, NCPS, UKCP or equivalent).
- A commitment to ongoing professional development and specialist training in line with Earth Wisdom's therapeutic model.
- Training in trauma-informed practice, neurodiversity-affirming practice and/or ecotherapy is desirable.

Experience & Knowledge

- **Minimum of 200 supervised client hours**, including training placement experience. Practitioners with fewer hours may be considered where they can demonstrate exceptional relevant experience or are joining Earth Wisdom through an agreed developmental pathway.
- Experience working with vulnerable individuals, gained through placement, voluntary or paid roles.
- Sound understanding of safeguarding legislation, procedures and professional boundaries.
- Ability to assess, recognise and respond appropriately to clinical risk, with willingness to seek support and escalate concerns where necessary.
- Experience of working with a range of presenting mental health and emotional wellbeing needs.
- Commitment to working in a person-centred, trauma-informed and neurodiversity-affirming way.
- Willingness to develop competence in Earth Wisdom's ecotherapy model through participation in our internal training pathway and continuing professional development.
- Understanding of group processes and community-based therapeutic work is desirable.
- Experience of outdoor therapeutic practice or ecotherapy is desirable.

Skills, Attitudes & Abilities

- Ability to establish and maintain clear professional boundaries.
- Strong written and verbal communication skills.
- Competent IT skills, including use of electronic record-keeping systems.
- Willingness to work in line with Earth Wisdom policies and procedures.
- High level of professional integrity and commitment to ethical practice.
- Flexible and adaptable approach to work.

- Commitment to continuing professional development (CPD) in line with professional body and Earth Wisdom requirements.
- Comfortable working outdoors and in group contexts (desirable).
- Ability to work collaboratively within a values-led, community-focused organisation.

Supervision

Earth Wisdom is committed to supporting reflective, ethical, and safe practice through appropriate clinical supervision.

- Practitioners are required to have suitable supervision in place for all Earth Wisdom client work.
- Where an external supervisor is used, Earth Wisdom may require a signed three-way supervision agreement.
- Practitioners may choose to access Earth Wisdom group supervision when available. Group supervision is offered at a rate of **£30 per 1.5-hour session** and is limited to discussion of Earth Wisdom client work only.
- Practitioners accessing Earth Wisdom group supervision will be required to sign a Supervision Fee Agreement.

Additional Requirements

- Enhanced DBS clearance (or willingness to obtain).
- Professional indemnity and public liability insurance.
- Right to work in the UK.
- Compliance with GDPR and data protection requirements.

Earth Wisdom is committed to developing specialist ecotherapy practitioners through an internal programme of reading, reflective practice, training and continuing professional development. Practitioners are expected to actively engage with this pathway as part of their ongoing development.

About Earth Wisdom

Earth Wisdom Ecotherapy CIC is a community interest company committed to making high-quality mental health support accessible through reduced-cost counselling, ecotherapy and community-based therapeutic programmes. We believe healing happens in relationship - with ourselves, with others and with the natural world - and we're building a specialist community of practitioners who share that vision.