

Earth Wisdom Ecotherapy Community Interest Company (EWECIC)

Clinical Services Manager

Contract: Self-employed

Hours: Approximately 4 hours per week across 46 working weeks (up to 200 hours annually), worked flexibly according to service need

Rate: £18 per hour

Indicative monthly value: Approximately £300

Location: Hybrid – Therapy Rooms Painswick, remote working and attendance as required

Reports to: Directors

Role Purpose

The Clinical Services Manager provides clinical leadership and oversight across Earth Wisdom's counselling and therapeutic services, helping ensure that the support we provide is safe, ethical, person-centred and appropriately governed.

The role holds responsibility for initial assessments and client allocation, safeguarding and clinical risk, practitioner and student clinical oversight, and clinical quality and governance.

Working alongside the Practice Manager, Finance & Funding Manager and Directors, the Clinical Services Manager ensures that clinical decision-making remains clearly distinguished from the operational and administrative management of the organisation.

Key Responsibilities

Clinical Services & Client Pathway

- Lead the clinical aspects of Earth Wisdom's counselling service, including initial assessments, clinical suitability and client allocation.
- Make appropriate decisions about whether clients can be safely supported within the service and whether allocation to a qualified or student counsellor is appropriate.
- Provide clinical oversight where client needs, risk or circumstances change.
- Support appropriate onward referral or signposting where Earth Wisdom is not the appropriate service.

Safeguarding & Clinical Risk

- Act as Earth Wisdom's Safeguarding Lead and provide leadership around safeguarding and clinical risk.
- Support practitioners in responding appropriately to safeguarding concerns, complex presentations and clinical risk.
- Maintain appropriate oversight of significant safeguarding matters and liaison with external professionals or statutory services where required.

- Ensure safeguarding and risk decisions are appropriately recorded and managed in accordance with organisational procedures.

Practitioners & Student Placements

- Provide clinical management and oversight for counsellors and student counsellors working within Earth Wisdom.
- Oversee the clinical aspects of practitioner and student induction, suitability, caseloads and development.
- Provide a point of escalation for clinical, ethical, safeguarding or professional-practice concerns.
- Liaise with supervisors, training providers and universities where appropriate, while maintaining a clear distinction between organisational clinical management and clinical supervision.

Clinical Governance & Quality

- Maintain oversight of clinical standards, policies and practice across Earth Wisdom's therapeutic services.
- Promote safe, ethical, reflective and professionally accountable practice.
- Identify themes, risks or areas for development within clinical services and bring significant matters to the Directors.
- Contribute clinical expertise to service development, evaluation and organisational decision-making.

Role Boundaries

The **Clinical Services Manager** is responsible for clinical leadership, assessments and allocation, safeguarding, clinical risk, practitioner and student clinical oversight, and clinical governance.

The **Practice Manager** is responsible for day-to-day operational management, administration, systems and service coordination.

The **Finance & Funding Manager** is responsible for financial management, funding development, grant management and funder reporting.

The **Directors** retain overall responsibility for organisational strategy and governance.

Clinical supervision remains the responsibility of each practitioner's appointed clinical supervisor and is distinct from the management and clinical-governance responsibilities of this role.

Person Specification

Essential

- Qualified counsellor or psychotherapist registered with an appropriate professional body such as NCPS, BACP or UKCP.

- Relevant post-qualification therapeutic experience.
- Experience of clinical assessment, safeguarding and risk management.
- Experience supporting counsellors, students, trainees or other therapeutic practitioners.
- Strong understanding of ethical practice, confidentiality, professional boundaries and clinical governance.
- Ability to make and communicate sound, considered clinical decisions.
- Ability to work autonomously and recognise when matters require escalation.
- Commitment to inclusive, person-centred, trauma-informed and neurodiversity-affirming practice.
- Commitment to Earth Wisdom's values and approach to accessible community mental-health support.

Desirable

- Previous clinical leadership or management experience.
- Experience as a Safeguarding Lead or Deputy.
- Experience supporting counselling students and working with training providers.
- Clinical supervision qualification or relevant supervisory experience.
- Experience within community counselling, charity, CIC or third-sector mental-health services.
- Knowledge of or interest in ecotherapy and nature-based approaches.

Hours & Working Arrangements

The role is offered on a self-employed basis for up to 200 hours per year at £18 per hour, worked flexibly according to service need.

The annual allocation encompasses the responsibilities of the role, including assessments, allocation, safeguarding and risk, practitioner and student clinical oversight, clinical governance, relevant meetings and professional liaison.

Workload may vary according to referral levels, safeguarding needs and other clinical demands. Where emerging clinical needs may affect capacity within the allocated hours, this should be raised with the Directors.

About Earth Wisdom Ecotherapy CIC

Earth Wisdom Ecotherapy CIC is a Gloucestershire-based community interest company providing accessible counselling, ecotherapy and nature-based mental-health support.

Our work is rooted in person-centred therapeutic practice and an understanding of the relationship between ourselves, others and the natural world. We are committed to providing safe, inclusive and accessible therapeutic support within our local communities.