



An Cosán is currently seeking an enthusiastic **Clinical Lead** for our counselling service. This role plays a critical part in our counselling service delivery oversees standards and good governance in An Cosán's counselling service.

The Clinical Lead will collaborate with their counselling colleagues and other teams within the organisation to ensure outcomes and objectives for development of the service are realised. The Clinical Lead will operate within the ethos, values, policies, and procedures of An Cosán, particularly in relation to Equal Opportunities.

Job Title	Clinical Lead
Qualification	A recognised qualification in counselling, psychology, social work, or related field.
Experience	Considerable experience in a clinical counselling role, with a minimum of five years in a management or supervisory role.
Reports to	Deputy CEO
Direct Reports	Counselling Team members
Contract	16 hours per week, (two days per week, permanent)
Probation	9 months
Location	Face to Face in Tallaght

An Cosán

An Cosán (Irish for “The Path”) is Ireland’s largest community education organisation. The mission of An Cosán is to bring about social equality and an end to poverty through the provision of early years’ supports, community-based adult education, wrap around family supports and counselling services, and to bring about social equality. An Cosán’s counselling service is one of the wrap around services offered to learners, parents, staff, and the local community.

The Role

The Clinical Lead is the primary designated person in overseeing the counselling service, and will oversee the delivery of high-quality counselling services, collaborating with the team to ensure adherence to best practice and organisational standards. The role involves enhancing service delivery and ensuring compliance with regulatory requirements.

Primary Responsibility

The Clinical Lead will ensure all good practice standards are met in the delivery of the counselling service. The practice in the service should be regularly reviewed and evaluated to ensure standards are continuously developed and maintained. The Clinical Lead will work with the Deputy CEO and Financial Team to ensure the efficient financial management and operations of the services.

Key Responsibilities

- Provide clinical oversight, supervision and leadership to a team of counsellors.
- Conduct regular clinical supervision sessions to enhance skills and address clinical challenges.
- Lead the development and implementation of clinical protocols and best practices.
- Oversee client assessments and treatment planning, ensuring a client-based approach.
- Implement quality improvement initiatives to enhance service effectiveness.
- Address client concerns or complaints in a timely and professional manner.
- Support the recruitment and induction of counsellors when necessary.
- Collaborate with the Finance and Communications teams to achieve full capacity.
- Foster a collaborative and supportive team environment that promotes professional development.
- Oversee the development of quality improvement strategies within the services to enhance the quality of experiences for all clients.
- Act as a positive role model and provide leadership to the counselling team in relation to all elements of practice so that they can effectively fulfil their roles.
- Ensure accurate and up-to-date clinical records and documentation are maintained.
- Ensure that quality standards are maintained in relation to the professionalism of staff as set out in the relevant standards.
- Identify training needs and source training opportunities.
- Ensure all counsellors understand their roles and responsibilities in relation to child protection concerns in the service and that they act appropriately if they have a child protection concern and understand the child protection policy and procedures.
- Support the counsellors with the collection of clients fees.
- Prepare reports for Tusla and other funders as requested.
- Update client's statistics on appropriate portals.

Meeting and Reporting Responsibilities

- Meet with the Deputy CEO on a weekly basis.
- Prepare monthly board reports.
- Prepare reports for Tusla and other funders as requested
- Update client's statistics on appropriate portals
- Ensure that all policies and procedures are developed, implemented, and updated as required.
- Attend full staff meetings in An Cosán.

Policy Development

- Consult with Policy and Communications Manager on all policy issues to inform advocacy and new developments within the sector.

Other Related Duties

- To take on other responsibilities as reasonably requested by the Deputy CEO or CEO.

Required Qualifications:

- Master's degree in counselling, Psychology, or related field
- Current registration with relevant professional body
- Minimum of 5 years post-qualification experience in counselling or psychotherapy
- Demonstrated experience in clinical supervision
- Strong understanding of ethical standards and best practices in counselling

Essential Competencies:

- Excellent communication and interpersonal skills
- Strong leadership and team management abilities
- Proficiency in case conceptualization and treatment planning
- Ability to work collaboratively in a multidisciplinary setting
- Commitment to ongoing professional development

Desirable Qualifications:

- Experience working in community-based settings
- Familiarity with trauma-informed approaches
- Knowledge of adult education principles
- Experience with digital or online counselling platforms

Knowledge and Experience:

- In-depth understanding of various therapeutic modalities
- Experience in program evaluation and quality improvement
- Knowledge of relevant legislation and regulatory requirements
- Familiarity with data management and reporting systems

Application Process & Deadline

To apply for this role, please submit:

A comprehensive, up to date CV. A Cover Letter (max two pages) outlining your motivation, and your salary expectation. Please include the name and contact details of two referees who can provide professional references. One of the referee's should be the candidate's current or most recent employer. Referees will not be contacted without the candidate's expressed permission.

Completed applications for this role should be sent by email to Anne Genockey, Deputy CEO at anne.genockey@ancosan.ie with the subject line "Clinical Supervisor Application"

Closing Date for Applications: **5pm Monday 24th March**

An Cosán is committed to equality, diversity, and inclusion. We welcome applications from all qualified candidates regardless of background.