

# Right There

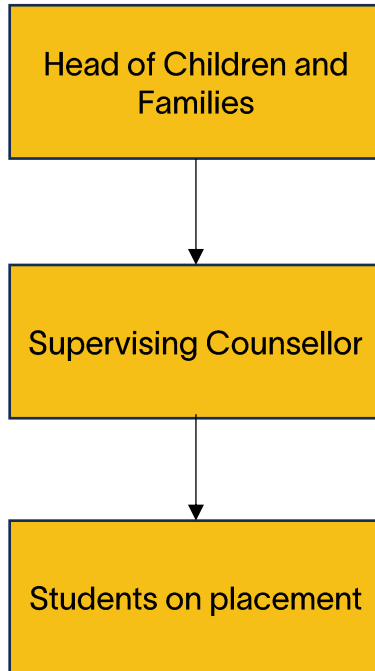
Job Pack  
Supervising Counsellor  
(Level 6)

(October 2025)

Preventing  
homelessness,  
one person  
at a time

# Job Purpose

## Supervising Counsellor



Right There is a charity that walks alongside people, at home and in the community, to help them feel happier, healthier, and more confident. We build trusting relationships and provide the tools to create a stronger sense of self, family, and community.

Our new Right There Counselling Academy will extend student placement counselling to Young People (12+) and adults. The Supervising Counsellor will supervise students on placement and carry a small client caseload. This is a development role, working closely with the Head of Children and Families and partner universities to embed this exciting new service.

The Supervising Counsellor ensures high-quality, ethical, and person-centred counselling provision across our Hubs. We are looking for someone who is passionate about developing counselling practice, who is experienced in trauma informed approaches, and has experience working with a range of needs across Young People and Adults

# About Right There



We are Right There, a charity celebrating our 200th anniversary in 2024. We provide tailored support for people, at home, and in the community. We are here for people who are living with the effects of homelessness, poverty, addiction, or family breakdowns. Last year we supported almost 4,000 individuals, helping to prevent them from becoming homeless or separated from the people they love.

We are here to offer the right support at the right time, including breaking down financial barriers; accessing the private rental market; linking up with local health, employment and training services to help people make connections within the community; and, helping people feel happier, safer, and more confident to take steps to improve their own lives.

Every person's story is unique, and everyone's route home is different, so we tailor our response to the individual. We want to challenge stereotypes – it doesn't matter what the situation is – we're not here to judge, only to help.

Our approach is about creating trusting relationships and nurturing people's strengths, and our 200 dedicated staff, mentors and volunteers play a crucial role in this.

# Our key areas of focus



## For People

We provide tailored support for children and adults to help individuals and families feel happier, create stronger bonds and stay together.



## At Home

We provide safe and supportive places to call home for people of all ages, from any circumstances, for as long as they might need it.



## In The Community

We provide the tools for people to live independently and build their lives within their community, creating their own safe and secure homes.

## **Our Vision**

A world where everyone has an equal chance to create a safe and supportive place to call home.

## **Our Mission**

We meet people where they are in life with no judgement; walking alongside those who need support, and preventing them becoming homeless or separated from the people they love.

## Values

At the heart of Right There is our values. And we are proud to live these every day; to be the best we can be for those involved in our work.

## Respect

We treat everyone the same way - with dignity and respect. You'll find no judgement here.

## Integrity

We take great pride in having high standards and transparency about our goals and progress as a charity.

## Compassion

We understand the importance of empathy, and the power of a shoulder to lean on.

## Aspiration

We believe firmly in the goodness in people; their strengths and what makes them unique.

## Reflection

We are always learning to be the best we can be.

# Main Role Responsibilities

## Practice & Service Delivery

- Provide 1:1 and group supervision for postgraduate student counsellors.
- Oversee supervisee casework to ensure safe, ethical, and effective practice.
- Hold a small counselling caseload, offering person-centred support to young people (12+) and adults.
- Complete assessments, formulations, and risk management plans.
- Ensure compliance with BACP, HCPC and organisational ethical frameworks.
- Maintain accurate supervision and counselling records, reports, and data.
- Take a lead for child and adult protection for placement students.
- Liaise with external agencies (e.g., social work, health services) as required.
- Contribute to building in meaningful participation and engagement of people we support to the programme, including workshops, activities, and evaluation.

## Relationships & Collaboration

- Build positive, compassionate, and respectful relationships with clients.
- Maintain clear boundaries and professional integrity.
- Work closely with universities/colleges to manage placement arrangements, reviews, and outcomes.
- Collaborate with the Senior Management Team to embed the Counselling Hub.
- Support supervisees to handle safeguarding concerns confidently and appropriately.

## Professional & Organisational Development

- Support the development of a new service.
- Take a test, learn and development approach to implementation.
- Make use of data to inform decision making.

# Main Role Responsibilities

## **People Management**

- Establish a positive working culture by leading students on placement to work collaboratively, promote inclusiveness, and striving for the establishment of a culture of cooperation, trust and an open exchange of ideas to fulfil Right There's strategic aims.
- Build the student placement team by taking responsibility for recruitment, induction and performance.
- Utilise support and supervision, and appraisal tools to allow students to develop within their role and strive for excellence.

## **Being a part of the Right There team:**

- Support the development of the Children and Families annual business plan and take a lead role in its implementation
- Be a proactive team member actively contributing to Children and Families and working collaboratively with your colleagues across the organisation.
- Be solution focused and actively strive to ensure our teams feel supported.
- Attend and participate in training and reflective practice, sharing your learning experiences striving for continuous personal and professional development
- Contribute to the function's and organisations' development and improvement with feedback on the review of organisational policies and procedures and local guidelines
- Engage with any organisational initiatives or working groups
- Adhere to Right There Policies and Procedures
- Promoting and represent Right There services positively



# Essential skills and experience



- ✓ Diploma (Level 6) or above in counselling, psychotherapy, or arts/play therapy.
- ✓ Current membership/registration with BACP, HCPC, or equivalent.
- ✓ Completed (or undertaking) a recognised supervision training course.
- ✓ Proven extensive post-qualification counselling experience.
- ✓ Experience supporting young people (12+) and/or adults.
- ✓ Experience in clinical supervision or peer supervision.
- ✓ Knowledge of safeguarding, child protection, and risk management.
- ✓ Strong interpersonal, organisational, and reflective practice skills.
- ✓ Full valid driving licence and access to a car for work purposes and a willingness to travel across Hub locations. (please note employees must hold insurance that covers both domestic and business use)

# Desirable skills and experience



- ✓ Previous experience in student placement supervision.
- ✓ Experience working in schools, charities, or community settings.
- ✓ Familiarity with multi-disciplinary working.
- ✓ Experience of delivering therapy using creative approaches (e.g., arts/play/CBT).
- ✓ Ability to use Microsoft Office and case management systems for data and reporting.

# Role Details

**Contract:** Full time, fixed term contract, 35 hours per week.  
**Salary:** SCP 33-36 (£36,523 - £39,285 per annum)  
**Reporting to:** Head of Children and Families

- Your normal working hours are 35 per week. These hours are usually worked Monday to Friday, *between the hours of 09.00 am to 5.00 pm depending on the needs of the service, with one-hour unpaid break*. Contracted hours can be worked flexibly in agreement with your line manager.
- Your core place of work will 15 Dava Street, Glasgow, G51 2JA with travel to Right There's Edinburgh and Glasgow Hubs.
- You may be required to work from such other place as the organisation may reasonably require from time to time.
- Annual leave entitlement of 210 hours holiday (equivalent to 6 weeks) pro rata per year in the first year rising to 280 hours (equivalent to 8 weeks) pro rata per year in the second. This includes public holidays.
- All appointments are subject to a minimum of a 12-week probationary period.
- You will be automatically enrolled into the People's Pension. Deductions will be taken from your salary in the month you will complete 3-months of employment
- It is the nature of the work of Right There that tasks and responsibilities are, in many circumstances unpredictable and varied. All employees are, therefore, expected to work in a flexible way when the occasion arises.

# How We Equip Our People to Thrive

## Contractual Benefits

- Opportunities to work flexibly around the needs of your programme.
- Real Living Wage employer.
- 6 weeks annual leave, rising to 8 after a year (plus you can purchase and sell up to 5 days).
- Contributory pension with the Peoples Pension after 3-months, provided you meet auto-enrolment criteria. Employer and employee contributions are at 5%.
- Life insurance at 4 x your salary through YMCA Group Life Assurance Scheme.

## Development and Wellbeing Benefits

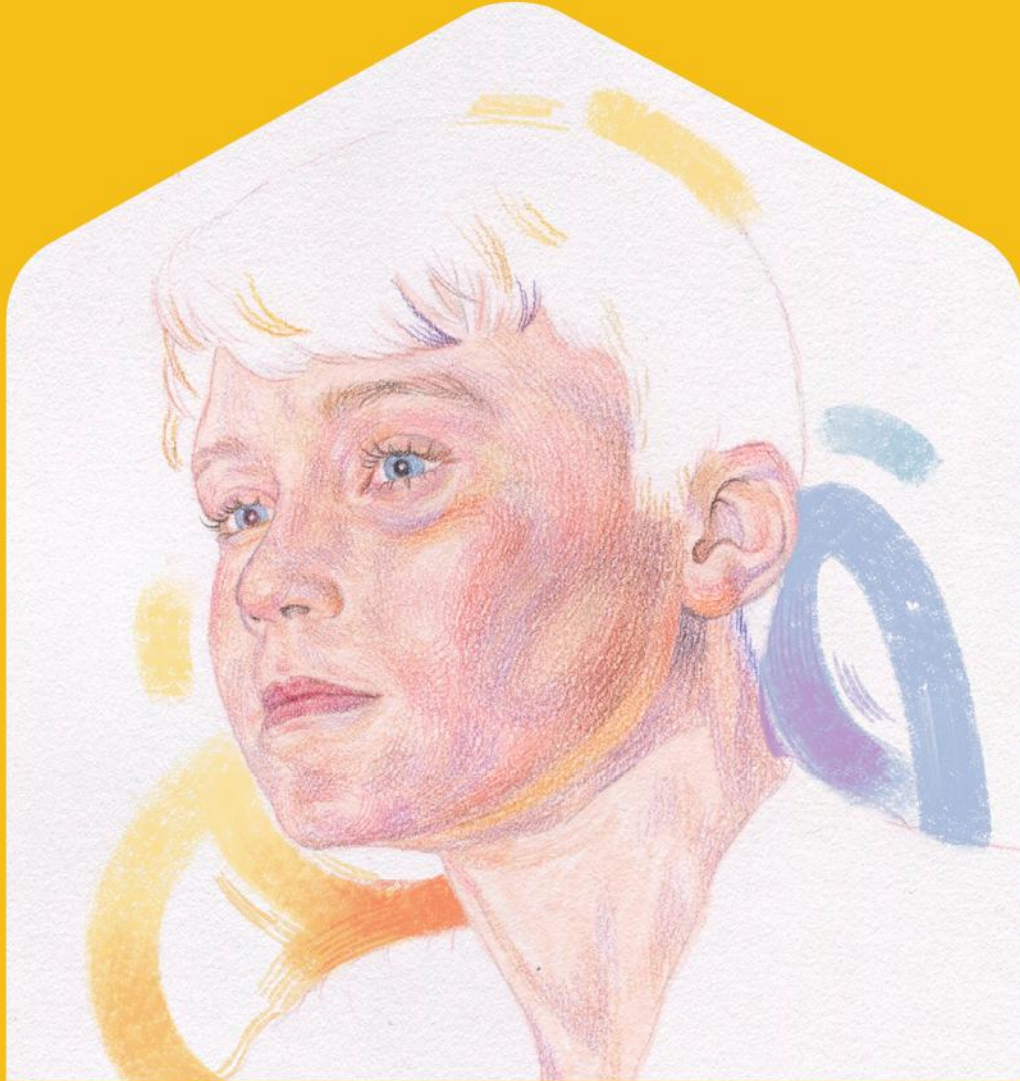
- 24-hour counselling and wellbeing services and self-care hub through Our Employee Assistance Programme and Wellbeing Hub.
- Free access to our Mentoring Platform where you have the opportunity to be mentored by an industry colleague or be a mentor – you could be both!
- Access to a range of development opportunities, such as being trained on our trauma informed People First approach, and access to our annual plan of training and development relevant to your role and growth.
- For appropriate roles, funded SVQ 2 and 3 qualifications.

## Enhanced benefits

- Enhanced maternity, adoption and shared parental leave with 12 weeks full pay and 12 weeks half pay.
- Enhanced paternity pay at 2 weeks full pay.
- Up to 5 paid days for compassionate leave for the loss or serious illness of a loved one.
- For those who qualify, full pay for Neonatal care leave of up to 12 weeks (inclusive of statutory neonatal care pay).
- 2 weeks full pay for Parental Bereavement Leave.

## Additional Benefits

- Access to Health Shield, where you can set up a monthly payment plan to access additional wellbeing services, including GP Anytime, payment towards dental care, glasses, massages and physiotherapy.
- Cycle To Work Scheme – hop on your bike to feel healthier and save money.
- Glasgow Credit Union – join to receive offers on loans, savings and mortgages to people who live and work in the Glasgow 'G' postcode.
- Refer a Friend to come work with us and receive £100.
- As a charity worker you can purchase a [Blue Light Card](#) for £4.99 for two years, offering you access to over 15,000 discounts with local, regional and national UK brands. These discounts are available online and in-store across many categories.
- [Company Shop](#) also offer discounted items to you within their stores
- Sign up for a chance to win free tickets to live events at [Concerts for Carers](#).



[www.rightthere.org](http://www.rightthere.org)  
[hello@rightthere.org](mailto:hello@rightthere.org)

Follow us search 'Right There':



**Thank you.**

**Good luck with your  
application.**

**For People.  
At Home. In the Community.**