



NOTTINGHAMSHIRE SEXUAL VIOLENCE SUPPORT SERVICES

Job Description

Issue Date:	November 2025
Job Title:	Clinical Lead - ASA Hub and Therapy Services
Hours:	37.5 Hours per week (worked over 5 days to include a minimum of 2 evenings until 7:30pm)
Salary:	£46,083 per annum
Responsible to:	Operations Manager and Contract Lead
Accountable to:	Board of Trustees and Chief Executive Officer, Nottinghamshire Sexual Violence Support Services (NSVSS)
Working Relationships:	NSVSS SMT, Service Managers, Counsellors, TSW, HSW, CSW, ISVA, Administrators, DPO and Partners
Direct Reports:	Therapists (employed and sessional), ASA Hub Coordinator
Location:	Notts SVS Services (Hybrid - Nottinghamshire base and remote working)

Main Purpose of the Role

The **Clinical Lead** will hold overall clinical responsibility for the ASA Hub and Therapy Services, ensuring the delivery of safe, ethical, trauma-informed, and survivor-centred therapeutic support for survivors of sexual violence.

This senior leadership role combines clinical governance, safeguarding oversight, workforce leadership, and service development. The postholder will lead the therapy and hub teams, oversee quality assurance, manage risk, support professional development, and contribute to research, reporting, and strategic planning.

The Clinical Lead will be a key member of the Senior Leadership Team, ensuring that service delivery aligns with Notts SVS Services' feminist values, trauma-informed framework, and strategic objectives.

Key Responsibilities

1. Clinical Leadership & Governance

- Provide strategic clinical leadership and designated safeguarding lead for all therapeutic, peer support and hub services, ensuring excellence, safety, and ethical practice.
- Maintain oversight of all therapeutic interventions, ensuring they are trauma-informed, survivor-centred, and compliant with BACP, UKCP, or HCPC professional standards.
- Lead on complex case discussions, risk management, and safeguarding in collaboration with the wider teams.
- Coordinate and deliver clinical supervision, reflective practice sessions, and peer support across the ASA team.
- Develop and maintain robust clinical governance systems to monitor and improve quality and outcomes.
- Model and embed feminist, anti-oppressive, and trauma-informed approaches in all clinical and leadership practice.

2. Service Delivery & Quality Assurance

- Oversee the daily clinical operations of the ASA Hub and therapy services, including waiting list management, referrals, assessments, and case allocation.
- Ensure consistent adherence to professional and organisational policies, procedures, and safeguarding standards.
- Lead on service monitoring, outcome evaluation, and clinical audit to evidence impact and inform development.
- Maintain oversight of all risk management processes, ensuring appropriate escalation, documentation, and review.
- Develop, implement, and review clinical and operational policies to ensure best practice and continuous improvement.
- Produce regular quality and performance reports for SMT, BoT, and external funders.

3. Workforce Leadership & Development

- Line-manage and support the therapy team and Hub Coordinator, including sessional therapists and volunteers where appropriate.
- Lead recruitment, induction, supervision, and performance appraisal processes for clinical staff.
- Promote a culture of reflective practice, well-being, accountability, and professional growth.
- Identify and coordinate professional development and training opportunities in line with service needs.
- Champion equity, inclusion, and compassion in all aspects of workforce leadership.

4. Strategic Development, Research & Partnerships

- Contribute clinical insight and data to organisational strategy, planning, and development.
- Represent Notts SVS Services in external forums, networks, and partnerships to strengthen survivor pathways and collaboration with statutory and voluntary partners.
- Support funding applications, grant monitoring, and reports by providing accurate data and impact narratives.
- Lead or contribute to audit, evaluation, and research initiatives to strengthen evidence-based practice.
- Work with SMT to identify and implement innovative, trauma-informed approaches to service delivery and access.

Additional Responsibilities

- Ensure compliance with GDPR, data protection, SARs and confidentiality policies.
- Participate in internal and external meetings, training, and continuing professional development as required.
- Undertake other duties consistent with the role and organisational priorities, as required.

General

This job description outlines the main duties and responsibilities of the role but is not exhaustive. The postholder is expected to exercise initiative and flexibility to meet service needs and contribute to continuous service improvement. The role will be reviewed regularly in line with organisational development.

Person Specification

Essential Criteria

Area	Requirements
Qualifications	<ul style="list-style-type: none">• Professional qualification in Counselling, Psychotherapy, or Clinical Psychology• Full registration/accreditation with BACP, UKCP, HCPC or equivalent professional body
Experience	<ul style="list-style-type: none">• Significant post-qualification experience working with survivors of sexual violence and complex trauma• Formal training in supervision of other psychologists / counsellors.• Proven track record in clinical supervision, safeguarding, and service management• Experience in quality assurance, audit, or outcome evaluation• Experience in leading teams and promoting staff well-being
Knowledge	<ul style="list-style-type: none">• In-depth understanding of trauma-informed, feminist, and anti-oppressive practice• Strong knowledge of safeguarding, risk management, and clinical governance frameworks

Area	Requirements
Skills & Attributes	<ul style="list-style-type: none">• Understanding of data protection and ethical boundaries in therapeutic work• Strong leadership, communication, and interpersonal skills• Ability to manage complex clinical and operational challenges• Competent in data analysis, report writing, and performance monitoring• Reflective, compassionate, and resilient under pressure
Values & Approach	<ul style="list-style-type: none">• Commitment to survivor-centred, trauma-informed, and feminist values• Promotes inclusivity, equity, and empowerment• Demonstrates integrity, professionalism, and accountability

Desirable Criteria

Area	Requirements
Experience	<ul style="list-style-type: none">• Experience working in a senior leadership role within a sexual violence, mental health, or trauma service• Experience in research, evaluation, or publication of service outcomes
Qualifications	<ul style="list-style-type: none">• Leadership, management, or supervision qualification• Training in safeguarding, clinical governance, or quality improvement
Knowledge	<ul style="list-style-type: none">• Awareness of commissioning frameworks and funding environments in the voluntary or public sector

Health & Safety

It is the responsibility of all employees to work with managers to achieve a healthy and safe environment, and to take reasonable care of themselves and others. Specific individual responsibilities for Health & Safety will be outlined under key responsibilities for the post.

Equality, Diversity, and Inclusion

Notts SVSS are committed to providing a positive and inclusive environment for all colleagues, clients, and stakeholders. All employees are responsible for supporting this by advancing equality of opportunity, embracing diversity, and eliminating discrimination and disadvantages in both service delivery and employment.

Employees are expected to actively contribute to these principles by:

- Supporting the implementation of the organisational Equality, Diversity, and Inclusion Policy and other related policies
- Attending in-house EDI training and events
- Managing, supporting, or complying with initiatives and practices that foster an equitable and inclusive workplace
- Responding to EDI needs as they arise and feeding into the ongoing development of this work
- Demonstrating respect and understanding for the diverse needs of colleagues, clients, and stakeholders

Data Protection and Confidentiality

As part of your role, you are required to comply with the Data Protection Act 2018. You must:

- Ensure that all personal data, whether electronic or manual, is managed securely and in accordance with the organisation's data protection policy.
- Treat personal data relating to clients, colleagues, or others as strictly confidential, accessing and processing it only when authorised and for legitimate purposes.
- Prevent unauthorised access, disclosure, loss, or theft of personal data.

Failure to comply with these obligations may be considered serious misconduct and could result in disciplinary action, including dismissal.

Rehabilitation of Offenders Act 1974

This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974. This stipulates that all previous convictions, including those that are 'spent' must be declared. Previous convictions will not necessarily preclude an individual from employment within Notts SVS Services but must be declared in writing at the appropriate stage during the recruitment process.

All the above activities are governed by the operational policies, policies and procedures and standards of Notts SVS Services as well as legislation and professional standards and guidelines.

As a term of your employment with Notts SVS Services, you may be required to undertake such other duties commensurate with your grade and/or hours of work at your initial place of work or at any of the Notts SVS Services' establishments, as may reasonably be required of you.

NOTE: This is a description of the job as it is presently constituted. It is the practice of Notts SVS Services to regularly examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. You will, therefore, be expected to participate fully in such discussions and, in connection with them, to assist in the re-writing of your job description to bring it up to date if this is considered necessary or desirable. It is Notts SVS Services' aim to reach agreement on reasonable changes, but if agreement is not possible Notts SVS Services reserves the right to insist on changes to your job description after consultation with you.

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