Psychosocial Practitioner

Salary band	Level 5	**Reference**	13499
Department	Mental Health and Psychosocial Support Service	**Division**	Migration and Displacement
Work location	Manchester	**Reports to**	Senior Psychosocial Practitioner
Role duration	0.6 FTE	**Last updated**	23 October 2026

Scale and scope of role

Direct reports	None	**Indirect reports**	None currently
Budgetary responsibility / accountability	None currently	**Accountability for other resources**	None

Overall Purpose of the Post

To provide mental health and psychosocial support and resources to the workforce (staff and volunteers) of the British Red Cross and contracted external organisations, delivering services across the UK **for the benefit of those who use those services**. The role will need to work closely with teams to establish regular clinical supervision, reflective practice groups and one to one sessions, and workshops. This role will need to develop and deliver appropriate resources for the benefit of those who use these services, taking into consideration the British Red Cross' Psychosocial frameworks, strategy, values, principles and the role and mandate of the International Red Cross/Red Crescent Movement.

The role requires someone who is clinically qualified, with current professional registration and significant experience of running clinical supervision and reflective practice sessions. They will need to achieve significant reach, influence and impact with senior managers and professionals within the BRC and contracted organisations, in order to ensure the highest quality service for the people supported.

Main Duties and Responsibilities

1. To liaise and collaborate with colleagues delivering frontline services across the UK in order to enhance the mental health and psychosocial support offer to the workforce and through them, the service users.

2. To lead on the development of mental health and psychosocial support through the provision of groups and 1 to 1 sessions, with a particular focus on frontline services in Manchester.

3. To act as a focal point for capturing and disseminating learning and 'best practice' with regard to mental health and psychosocial support of the workforce.

4. To uphold the Code of Conduct of the British Red Cross and your professional body, at all times.

5. To manage staff and volunteers, if required, including the opportunity to supervise at least one trainee clinical psychologist (and/or other professional trainee).

6. To participate in the monitoring, evaluation and feedback of services provided.

7. To attend meetings to represent the Chief Mental Health Officer or Senior Psychosocial Practitioner and increase the prominence of mental health and psychosocial support within the British Red Cross, as requested.

8. To uphold the Fundamental Principles of the Red Cross and Red Crescent Movement and to work within the Society's Equal Opportunities Policy.

9. To undertake any other duties as requested by Chief Mental Health Officer and Senior Psychosocial Practitioner.

Person Specification

**Minimum short-listing criteria. *N.B. All disabled candidates who meet these criteria must be short-listed for interview in line with our commitment under the two-tick symbol scheme*.

Job Title: Psychosocial Practitioner **Ref:**	
Education/ training	> Relevant qualification (e.g. Postgraduate Degree or other professional qualification in a profession related to mental health and psychosocial support (e.g. Clinical Psychology, Psychiatry, Psychotherapy, Nursing or Social Work).** > Registration and current accreditation with a UK mental health professional body (e.g. HCPC)**

Experience	> Post-registration relevant work experience utilising your professional qualification (e.g. in voluntary or statutory sector, either in U.K. or overseas)** > Experience and professional expertise in trauma reactions, mental health issues and the management and negotiation of complex situations involving staff/volunteer welfare** > Proven ability to influence senior professionals within the NHS or similar environment** > Proven ability to assimilate information and provide clear analysis** > Proven ability to engage with practical issues of service development and delivery** > Proven ability to deliver clinical supervision** > Proven work experience in leading the provision of staff support and/or developing systems to promote mental health and well-being**
Knowledge	> Strong knowledge of trauma-informed mental health and psychosocial support evidence base and clinical application** > Understanding of mental health and psychosocial support issues and client needs, including self-harm, suicidal ideation and those of distressed clients** > Knowledge of Red Cross/Red Crescent Movement
Skills and competencies	> Proven communication skills, including written and oral** > Presentation skills** > Ability to work independently and with minimal supervision** > Proven ability to work effectively in a matrix management environment** > Ability to influence and persuade at all levels of an organisation** > Ability to maintain confidentiality and be discrete** > Good team worker and facilitator** > Training skills, including ability to train trainers, support APEL of psychosocial support competences and develop resources to promote well-being > Cross-cultural communication skills > Negotiation skills > Excellent interpersonal skills > Strong skills in policy analysis and evaluation

Behaviours	> Uphold the Fundamental Principles and act with integrity and in accordance with the organisation's values and obligations > Ensure equal opportunities and anti-discriminatory practice and promote diversity.
Special Circumstances	> To work outside normal office hours in period of emergency > Willing to travel within the UK and abroad as required