



Mental Health Service Manager

Job reference: 003588

FTE Salary: £39,894 (CSM37)

Location: Edinburgh - Counselling East

Employment type: Permanent

Division: Children and Families

Hours Per Week: 32

Closing date: 29/06/2025

Full / Part time: Part time

What makes a great service tick?

The people. And behind every great team, there's someone with the vision, strength and heart to hold it all together. That someone might just be you.

We're searching for a skilled and compassionate Counselling Manager to lead one of our vital therapeutic services. You'll provide both clinical and operational leadership — supporting your team, shaping the service and delivering care directly to clients.

What you'll be doing:

- Managing counsellors and volunteers, and nurturing a safe, inclusive and professional culture
- Providing clinical supervision, while leading by example through a small caseload
- Coordinating service planning, quality assurance and safeguarding protocols
- Driving innovation and improvement, while meeting COSCA and BACP/COSCA ethical standards
- Balancing budgets and using resources wisely, including overseeing recruitment

What you'll bring:

- A Diploma in Counselling (or Art Therapy)
- Professional registration (COSCA, BACP, HCPC or similar)
- Extensive post-qualifying experience
- Proven skills in team leadership and clinical supervision
- A heart for others and a head for strategy

This is a rare opportunity to lead a service that saves and transforms lives.

If you're ready to step into something deeply meaningful, we'd love to hear from you.

Interviews will take place on Tuesday 15 July.

We also offer you a range of benefits that you would expect from an organisation that support others.

Firstly, there is access to a wide range of exclusive retail and leisure discounts through our rewards scheme and the Blue Light Discount card. We also ensure that your future and that of your loved ones is secured with a generous contributory pension plan and death in service benefit. Balancing work and family are made easier with our suite of enhanced family friendly policies and your health and wellness are prioritised with access to our health cash plan, giving you cash back for a wide range of health treatments. We even have access to a care concierge service to assist you with life's challenges, providing invaluable support when you need it most.

But we also know that your training and development is important to you, and as well as a contribution to your professional membership fees, we are keen to support you in making the right steps to learn, grow and develop in ways that are right for you.

CrossReach has been at the forefront of high quality social care for over 150 years, providing loving care to people of all ages and supporting them to live life to the full whatever their circumstances. During that time, we have worked hard to understand the needs of the people who turn to us for help and with them have been at the forefront of pioneering services which have literally changed thousands of lives for the better.

Today we are one of the largest social care providers in Scotland, with experience across a broad range of services. We are still growing, learning, and improving, thanks to the incredible people we have the privilege to support, and all those who support us. We are part of the Church of Scotland and aim to provide social care services and specialist resources in Christ's name to further the caring work of the Church to people in challenging circumstances.



As we do our work in Christ's name the job you have applied for requires you to have a Christian faith and be able to work within and uphold our Christian Ethos. This is an Occupational Requirement under Part 1 of Schedule 9 to the Equality Act 2010.

This post requires you to be a member of the Protecting Vulnerable Groups (PVG) Scheme and undertake the necessary vetting checks. You will also be required to be registered with SSSC and it is your professional responsibility to ensure that you meet the standards and criteria for registration.

We have a legal obligation to ensure that we do not employ any worker who has not been granted the relevant permission to work in the UK. This permission is without exception granted by UK Visas and Immigrations. We are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category.

CrossReach Job Opportunity

We are committed to ensuring that we attract, retain, and develop the very best people to build a diverse and talented team and we recognise that every individual's unique background, experience and ability contributes to our success. We aim to create an inclusive and inspiring environment where individuals feel valued and respected and where people can belong, thrive and be their very best, whoever they are.

If you have any queries regarding this role or our recruitment process, please contact the Recruitment team on recruitment.team@crossreach.org.uk

Please note: We reserve the right to close this advert prior to the closing date. Therefore, please make sure you complete and submit your application at an early stage.