



Counselling Service Manager

Job reference: 003587

FTE Salary: £39,894 (CSM37)

Location: Edinburgh - Counselling Palmerston Place


Employment type: Permanent

Division: Children and Families

Hours Per Week: 32

Closing date: 29/06/2025

Full / Part time: Part time

 Lead with Compassion. Deliver Lasting Change.

When Alex joined us as a counsellor, he hoped to make a difference. What he didn't expect was how much the people he supported, and the team beside him, would change him in return.

Now, we're looking for a Counselling Manager who can lead that kind of team with clarity, care and confidence. You'll oversee a mix of paid and volunteer counsellors, provide clinical supervision, and hold a small caseload to stay connected to the work.

You'll also shape the future of the service. That means thinking strategically, using your understanding of budgeting, planning and service delivery to help the service grow in a sustainable way. You'll be part of a wider team of experienced, collaborative managers working together to provide high-quality, ethical support across our integrated counselling network.

You'll also be our first point of contact for safeguarding concerns and play a key role in shaping service improvement plans, managing resources and ensuring we meet COSCA and other professional standards.

We're looking for someone with:

- A Diploma in Counselling or a related therapy qualification
- PSA, HCPC or equivalent professional registration
- Strong post-qualifying practice and experience providing clinical supervision
- A proven ability to support, lead and develop others
- A confident approach to budgeting and planning, with a clear understanding of how to run and grow a service in a financially sustainable way

Above all, we're seeking someone who can lead from both head and heart. Someone who understands the bigger picture, without losing sight of the people at the centre of it.

If this sounds like the next step you've been waiting for, we'd love to hear from you. Apply today and help shape a service that truly changes lives.

Interviews for this post 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

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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.

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.

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