



**Murray's Initiative**  
2<sup>nd</sup> Floor, 14 North Claremont Street  
Glasgow G3 7LE  
**0141 353 1800**

## **JOB DESCRIPTION**

**Job Title: Counsellor**

**Location: Based within Murray's Initiative's Head Office in North Claremont Street**

**Salary: Starting Salary £26,002 per annum (pro rata)**

**Hours: Part-time - 21 hours per week – Fixed term until end of March 2027**

**Working pattern: Flexible, to be discussed with the successful candidate. Evening work will be required.**

**We understand that many will have other commitments outside of work and so flexible working, part-time hours or job-sharing arrangements will be considered for the right candidate.**

### **About Us:**

Murray's Initiative (formally known as Glasgow Council on Alcohol) is an independent Scottish charity that works to reduce alcohol and drug-related harm at both individual and community levels. Established in 1965, Murray's Initiative adopts a long-term, trauma-informed and asset-based approach to changing the culture around substance use. Its services are built on a person-centred, harm-reduction model, supporting people whether their goal is to reduce consumption or achieve abstinence.

Murray's Initiative offers free, confidential counselling services for people concerned about their own or someone else's drinking. Murray's Initiative delivers a range of interventions including groupwork and employability support as well as a number of holistic and inclusive services, such as a women's service for survivors of gender-based violence, young persons peer education service, LGBTQ+ health and wellbeing support and tailored wellbeing programmes.

Murray's Initiative is also a recognised provider of professional development, offering a comprehensive training portfolio including education aimed at increasing awareness of alcohol use and promoting healthier lifestyles, COSCA Counselling Skills and a Diploma in Integrative Counselling and Psychotherapy.



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Murray's Initiative deliver services over 6 days per week and throughout Glasgow, East Dunbartonshire and East Renfrewshire, helping people make meaningful, positive change in their lives.

The foundation of Murray's Initiative is our supportive and inclusive culture for all who engage and work with us.

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#### **About the Role:**

The role of the Counsellor is to provide a counselling, advice, and information service for individuals aged 16 and over to support their wellbeing and mental health.

The Counsellor will report to the Service Manager - Counselling.

**This post requires a Protection of Vulnerable Groups (PVG) Scheme membership for children and protected adults. Successful applicants will be required to join the PVG Scheme.**

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#### **Key Responsibilities of the Counsellor:**

- Provide counselling service to individuals following Murray's Initiative's integrative counselling approach.
- Conduct comprehensive assessments to gain a deep, holistic understanding of a client's current circumstances.
- Ensure all paperwork is completed accurately and professionally and work with the admin team to ensure that the counselling database and reports are kept accurate and up to date.
- Attend regular practice supervision and line management meetings, and participate in appropriate meetings and training opportunities, ensuring the minimum required CPD is completed.
- Complete all mandatory training as required.
- Adhere to the ethical frameworks of the appropriate governing body (COSCA).
- Follow organisational policies and procedures, including health and safety.
- Produce accurate and quality case studies of counselling clients for reports and training.
- Contribute to service promotion by attending partner meetings in a professional manner.



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- Undertake any other duties as required by the Service Manager – Counselling.

#### **Qualifications and Experience :**

- Obtained a diploma-level qualification in counselling.
- Completed a minimum of 100 hours of post-qualification client work.
- Awareness and training in an array of mental health conditions, including anxiety, depression, bereavement and neurodiversity.
- Demonstratable experience of inter-agency working and working in community settings to be able to provide a high standard of support to clients alongside different services.
- Up to date, or working towards, registration with COSCA, BACP or similar.

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#### **Skills and Competencies:**

- Demonstratable excellent written and verbal communication skills, with the ability to empathise with a broad range of individuals and experiences.
- Proven ability to empower individuals to change with a non-judgmental approach.
- Ability to self-motivate and work proactively, managing own diaries and appointments, whilst maintaining resilience and capacity when working with complex client issues.
- Commitment to working in line with Murray's Initiative values of respect, empathy and collaboration.
- Demonstrable alignment with the Core Conditions for a counsellor.

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#### **Why Join Us?**

- Your work will contribute to make a real difference to people's lives.
- Competitive salary and benefits package :
  - Very generous annual leave entitlement: full time employees start with an annual leave entitlement of 37 days (inclusive of 12 bank holidays) which increases with length of service.
  - Duvet days where employees may take time off at short notice.
  - Death in service policy.

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- Cycle to work scheme where employees can save money on a new bike and spread the cost.
- And much more!
- Opportunities for continuous learning and career development.
- A supportive and inclusive work environment where your contributions are valued.

**Application Process:**

Interested candidates are invited to apply by completing the online application form which can be found here :

<https://murrays.livevacancies.co.uk/#/job/details/38>

If you require our application form in another format, please contact [HR@murrays.scot](mailto:HR@murrays.scot).

The following is the timescale for the process :

<b>Closing date for applications:</b>	Monday 20 <sup>th</sup> April 2026 5pm
<b>Shortlisting:</b>	Tuesday 21 <sup>st</sup> April 2026
<b>Date of interviews:</b>	Monday 4 <sup>th</sup> May 2026
<b>Start date:</b>	ASAP

**Equal Opportunity Employer:**

Murray's Initiative is an Equal Opportunities Organisation. We are committed to treating all workers and job applicants fairly and equally, regardless of their sex, pregnancy and maternity, sexual orientation, religion or belief, marital / civil partnership status, age, race, disability or gender identity and expression or any other personal characteristic.

