



**AYRSHIRE
CANCER
SUPPORT**

We're here for you

Talking Therapies Lead Recruitment Pack

Thank you for your interest in our Talking Therapies Lead role. Ayrshire Cancer Support has operated since 1982, providing emotional support and practical help to those affected by cancer; this role will play a valuable part in supporting the services we offer.

As we continue to grow our services to meet increasing demand, we are seeking a dedicated and experienced Talking Therapies practitioner to take a strategic and operational lead in delivering psychological support services to adults and young people affected by and bereaved from cancer across Ayrshire.

Reporting to our Director of Care Services, our TTL will be responsible for the leadership, development, and delivery of Ayrshire Cancer Support's talking therapy services. This includes direct provision of high-level one to one and group psychological support to those affected by cancer, supervision of the counselling team, and service development aligned with best practice, governance, and quality standards.

The position is suited for a mental health professional; a Clinical Associate in Applied Psychology; a Nursing or Allied Health Professional; or an experienced talking therapist qualified in one or more therapeutic approaches (counselling, psychotherapy, CBT, EMDR) whilst holding registration with a relevant regulatory body (e.g., NMC, HCPC, BACP, COSCA). A satisfactory Level 2 PVG is also an essential requirement for the role.

Whilst third sector experience is desirable, this is not essential. We are open to discussing weekly working hours, as we believe in finding the best person for the role, based on their experience and background. The role will involve working flexibly throughout Ayrshire and between our support centres in Kilmarnock and Ayr.

**You'll find full details of the role, including how to apply,
within this Recruitment Pack.**



www.ayrshirecs.org

01563 538008



AYRSHIRE CANCER SUPPORT

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About Us

We provide essential services and support across Ayrshire, free of charge, to people affected by cancer and their families. As the sole organisation in Ayrshire dedicated to providing practical and emotional support for all stages of the cancer journey, Ayrshire Cancer Support relies on donations and fundraising to deliver high quality, professional facilities and services that the people of Ayrshire depend on. From our warm, welcoming support centres, to providing transport to vital appointments and a wide range of tailored support services in between, we are here for everyone in Ayrshire affected by cancer, whatever the nature or level of their need.

About the Role

Leadership and Service Delivery

- Deliver high-quality psychological assessment and interventions to adults and young people who may have a cancer diagnosis, be affected by the diagnosis of someone close to them, or be bereaved from cancer.
- Lead and coordinate all areas of psychological support within the charity, including one to one counselling and psychoeducational groups.
- Ensure services are person-centred, and aligned with NHS Service Level Agreement, COSCA, and other relevant clinical standards.
- Manage caseloads effectively while maintaining accurate and confidential records.

Staff and Volunteer Supervision

- Provide line management support, supervision and ongoing professional development to permanent and sessional counsellors.
- Support recruitment, induction, and development of sessional or voluntary therapists as required.
- Promote reflective practice within the team.
- Embody and instil a culture where staff wellbeing is prioritised.

The wide range of vital services we provide costs over £3000 per day.



The highest standard of
care and support.

Provided by professionals,
funded by donations.



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Service Development and Evaluation

- Evaluate service outcomes using appropriate psychological measures and client feedback.
- Contribute to the delivery of the organisational strategy and Care Services Action Plan.
- Develop and review policies, procedures, and care pathways in collaboration with Director of Care Services.
- Identify opportunities to expand services, improve access, and meet the evolving needs of local people affected by cancer.
- Contribute to service reporting for funders.

Partnership and Engagement

- Build and maintain effective partnerships with NHS, Macmillan, local mental health services, GPs, and other relevant agencies.
- Represent Ayrshire Cancer Support at professional meetings and external forums.
- Promote awareness of emotional wellbeing and psychological services across the cancer community.

Essential Qualifications

- Clinical Associate in Applied Psychology.
- Nursing or Allied Health Professional with training and experience in mental health assessment and support.
- Experienced talking therapist with training and experience in more than one therapeutic approach e.g. counselling, CBT, psychotherapy, EMDR.
- Current registration with relevant regulatory body.

A Full Driving Licence and access to a vehicle is essential



**Supporting young
people facing grown up
challenges.**



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About You

Essential Experience

- Significant post-qualification experience in provision of high-level psychological support.
- Experience working with clients affected by life altering illness, trauma, grief, or long-term conditions.
- Experience of service development and evaluation

Skills and Knowledge

- Therapeutic skills and competence to work with high levels of emotional distress and complexity in relation to cancer experience.
- Familiarity with outcome measurement tools (e.g., CORE10 YPCORE)
- Knowledge of the psychological impact of cancer and chronic illness.
- Knowledge of Psychological Therapies and Support Framework for People Affected By Cancer
- Understanding of safeguarding, GDPR, and clinical governance.
- Excellent communication, leadership, and interpersonal skills.
- Commitment to equity and inclusion

Desirable Experience

- Proven experience of managing or leading therapeutic teams.
- Oncology experience
- Experience of delivering clinical supervision.
- Experience working in the third sector or cancer support services
- Knowledge of Scottish mental health policy and NHS referral pathways.
- Training in Acceptance and Commitment Therapy



A cuppa, counselling, practical advice, peer support, transport to appointments and more.



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What We Offer

Salary

37,000 – 42,000

Dependent on experience, background, qualifications and agreed part-time working hours - we are happy to discuss this prior to application

Annual Leave

36 days (pro-rated for part-time staff), inclusive of Bank Holidays

Entitlements

Employer Contribution Pension
Health Cash Plan

Location

Ayr Centre (KA8 8LD) / Kilmarnock Centre (KA1 1EQ)
Travel between both locations will be required

Emotional support and practical
assistance



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How to Apply

Please submit your CV and a covering letter which explains why you believe you'll be the ideal candidate for the role. Please email these directly to: HR@ayrshirecs.org

If you'd like to discuss the role, please request a call-back via the email address above.

Deadline for applications is Friday 12 December 2025 - we anticipate interviews will take place on 18th December .

We're keen to ensure that our recruitment process is inclusive. If you'd find it beneficial to submit your application in a different format, please let us know and we can discuss appropriate options.

Your privacy is important to us. By submitting the information required in this process you consent to your data being processed under the relevant provisions of current Data Protection Acts, and any subsequent changes to this. Our Privacy Notices are available to view on our website.

www.ayrshirecs.org