

TCC

Senior Associate Role Profile

ABOUT TCC

Therapeutic Coaching Consultancy (TCC) is a private consultancy practice, created by highly experienced practitioners, in response to a recognisable need within businesses and communities for support that enhances individual mental health and resilience whilst also facilitating the achievement of personal and professional goals.

TCC believes everyone deserves the opportunity to thrive in their personal and professional lives. TCC's mission is to deliver therapeutic coaching to a wide audience at an accessible price point. While executive coaching usually remains the privilege of the most successful and wealthy in society and workplaces, and therapy is still perceived as for people suffering with significant mental health distress, therapeutic coaching has the potential to overcome unhelpful societal stigma and provide widespread, professional, and ethical wellbeing support for employees.

In contrast to existing consultancies or companies that deliver psychotherapy and coaching services separately within organisations, the experience and expertise of TCC's associates make us uniquely placed to offer an integrated service for clients that draws on the benefits, theories, tools, and techniques of each profession, in order to support clients at the necessary emotional depth whilst also facilitating the forward momentum that delivers measurable results.

MAIN DUTIES AND RESPONSIBILITIES

- Provide expert professional therapeutic coaching services both on a 121 basis and a team coaching environment to meet both the client needs and the commissioning organisation objectives and goals.
- Being expertly proficient in being able to flex between the two disciplines of coaching and counselling in response to clients' needs.
- Work within the BACP/UKCP ethical framework and incorporate the BACP coaching competencies whilst also being aligned to the ethical framework/competencies for your registered coaching body.
- Design and deliver therapeutic-coaching informed workshops, training, and people development programmes online and in person, with appropriate supporting content
- Keep up to date with thinking and research in connection to Therapeutic Coaching, to ensure we remain leading experts in the field.
- Work with the project lead to identify solutions to complex business objectives from commissioning organisations.
- Ensure all work adheres to the TCC values and embraces the mission of the organisation
- Design, deliver and contribute ideas to educational solutions to meet commissioning organisational needs and objectives to enhance the development and wellbeing of the organisations staff.
- To raise safeguarding concerns in line with organisational contracts, policies and procedures.

THERAPEUTIC COACHING CONSULTANCY

- To contribute analysis and feedback around trends and topics from clients to ensure these are fed into TCCs future offerings and the work we do continues to develop and grow.
- Follow TCCs evaluation process and promote completion of evaluation to clients.
- Participate in TCCs team meetings and report to the CEO on a regular basis.
- Keep appropriate notes in accordance with TCCs policies and guidelines.
- Update the CEO immediately if any complaint or potential complaint is likely, or if there is any change to your membership status with the coaching or counselling bodies.
- Promote the company's projects, values and mission on social media where appropriate.
- Adhere to TCC's Privacy Policy in line with GDPR regulations (registered with the Information Commissioner's Office (ICO))

OUR VALUES

Warmth and empathy

we believe with the right conditions we all have the potential to thrive

Common sense and pragmatism

we aim to simplify the complex to deliver measurable results

Curiosity and collaboration

we are continually curious about ourselves, each other, and the world around us, leading to innovative new solutions

Diverse and systemic perspective

we hold an awareness of the cultural, economic and environmental systems we all operate within, and believe in equality of opportunity

Creativity and humour

authentic connection leads to lightness, allowing us to forge enjoyable paths forwards

Kindness

we find strength and resilience in kindness; to ourselves, and each other

Competency Framework for a Therapeutic Coach Senior Associate

Professional Qualifications	Essential	Desirable
• Hold an Accreditation in counselling and/or coaching at a Senior Practitioner level	Y	
• A registered member of BACP, UKCP, BPS and thus be a qualified Psychotherapist or Counsellor	Y	
• A registered member of AfC, EMCC, ICF and thus be a qualified Coach	Y	
• Mental Health first aid certificate		Y
• Team coaching or facilitation qualification or experience	Y	Y

THERAPEUTIC
COACHING
CONSULTANCY

<ul style="list-style-type: none"> • Qualification in conflict resolution/mediation 		
Business Experience		
<ul style="list-style-type: none"> • Senior level experience in a large to medium size organisation • Knowledge of organisational and business strategy and key governance and HR policies • Experience of managing large teams/depts • Ability to manage a multi-dimensional relationship with external organisations within the context of an ethical practice framework • Knowledge of Occupational Health and EAP referrals and protocol • Extensive experience of collaborative working • A sound understanding around working with contractual obligations and ensuring ROI 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p>	<p>Y</p>
Professional Experience		
<ul style="list-style-type: none"> • In depth experience of conflict models and how this plays out in the workplace • Coaching experience in an organisational setting • Experience of designing and delivering workshops, CPD, or leadership and people development training programmes • Extensive experience of working in the workplace covering topics such as <ul style="list-style-type: none"> ✓ stress & burnout ✓ anxiety ✓ depression ✓ burnout, ✓ relationship difficulties ✓ career evolution ✓ change ✓ leadership development, ✓ imposter syndrome ✓ redundancy ✓ grief & loss ✓ mergers & acquisitions ✓ performance management • Experience of facilitating and or coaching groups of individuals in complex difficult situations • Experience and knowledge of coaching individuals under the neurodiverse umbrella • Experience of analysis client needs and designing suitable development interventions to meet objectives a 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p>	<p>Y</p> <p>Y</p>

