



Role Description: GM RASSO Pathfinder

Key Dimensions of the Role

Role:	GM RASSO Pathfinder
Reporting to:	Frontline Manager
Salary:	£34,164 per annum
Purpose of the Job:	To support women who sex work, who have experienced sexual trauma but who also have complex and additional mental health needs that impact on their ability to engage with MASH. To work with other members of the MASH team to achieve the following outcomes for women who sex work: • To improve women's mental and physical health • To improve women's mental well being • To support women to make informed choices • To increase women's safety • To influence policy and practice changes in other agencies working with our client group To work with the Pathfinder partnership to design, develop, advocate, and deliver tailored support pathways to RASSO victims/survivors with extra or additional complex mental health needs across Greater Manchester.
Hours:	35 hours per week
Contract:	Permanent
Annual leave entitlement:	25 days plus 1 day for each year of service up to 5 additional days plus bank holidays (pro rata)
Location:	MASH, 94 -96 Fairfield Street, Manchester, M1 2WR
Closing date:	Midnight on Sunday 9 th November 2025
Interview:	Interviews will be held Thursday 13 th November 2025
Start date:	As soon as possible
Additional Info:	It is an occupational requirement under the Equality Act 2010 (Schedule 9, part 1) for this post to be filled only by a woman



The Pathfinder Partnership

The Pathfinder Partnership was established between specialist VCSE and NHS organisations to support survivors of sexual violence and abuse, who have additional and complex mental health needs that are impacting on their ability to address their sexual trauma.

The partnership offers consultation, assessment, case management and therapeutic interventions to individuals referred in via the partner organisations. The team is made up of pathfinder workers, Highly Specialist Psychotherapists and has a small psychiatry provision.

We are looking for a Pathfinder worker to work within MASH with the aim of supporting women identified as potentially benefitting from a Pathfinder intervention to overcome obstacles in addressing their mental health needs and facilitating them to access the most appropriate mental health support or therapy.

Key accountabilities of the role

- To engage with service users in the MASH drop in (running times M-Th 3-6pm, Fri 12:30-3:30pm), with a view to building positive relationships between service users and the pathfinder project and to build a caseload from this pre-engagement work.
- Undertake individual risk and mental health needs assessments for survivors entering the pathway.
- Use pathfinder consultation and supervision to co-facilitate the design, development and delivery of individually tailored care plans and pathways for clients in the service.
- Deliver 1-1 case management to women with complex psycho-bio-social needs to help them navigate and access a variety of services to address those needs.
- Deliver 1:1 trauma-informed/survivor-centred, and evidence based psychological/mental health therapeutic interventions.
- Build strong working relationships with and work within a multi-agency partnership to liaise with other health and social care staff from a range of agencies in the care provided to clients.
- To promote the Pathfinder project to Mash service users via the evening outreach service, on an occasional basis.
- Accurately record clinical interventions and maintain a high standard of record keeping.
- Provide accurate client reports to Pathway Partnership that represent the clients' needs and wishes.
- Undertake specific pathfinder projects as directed by your Line Manager.



- Participation in the development and implementation of continuous service and system improvement.
- Maintain appropriate professional registration (if applicable) and demonstrate commitment to statutory codes of practice and continued professional development requirements.

Organisation/team-wide responsibilities

- Contribute to the delivery of MASH's aims and objectives, to achieve our vision and strategic mission
- Support the team to achieve our aims by working collaboratively and through a consistent, proactive demonstration of MASH's values and behaviours
- Support the development and implementation of MASH's diversity, equity and inclusion DEI work plan, as relevant.
- To promote and ensure that safeguarding is afforded high priority and integrated into all functions of professional practice at MASH. Responsible for the escalation of any adult/child safeguarding to management and local authority in-line with MASH policies and procedures.
- Attend monthly supervisions, annual performance reviews and team meetings within MASH and the Pathfinder Partnership
- Attend meetings or training events, either internal or external, as required by MASH
- Work in-line with the MASH policies, procedures and systems at all times
- A willingness to occasionally work outside of normal office hours as and when required
- Develop and maintain a broad knowledge regarding sex work, locally and nationally and keep abreast of issues facing women involved in sex work such as; domestic violence, substance use, mental health, homelessness, begging, modern slavery and the criminal justice system

The details contained in this role description reflect the content of the role at the date it was prepared. It may be possible that the duties of role will change, existing duties may no longer be required and other duties may be introduced without changing the overall nature of the role or the level of responsibility entailed. Any changes to the role description will be in consultation with the post holder.



Person specification

Essential:

- Minimum 3 years recent experience of providing support to women; working in the VAWG sector. Or show similar related work experience and commitment to working in a woman-centred way
- Experience of working within a mental health setting
- Knowledge of mental health conditions and strategies to improve health and wellbeing
- Knowledge and understanding of the impact of sexual violence on individual survivors, and the complex needs this gives rise to and how these can be supported by MASH services
- Knowledge of 1:1 counselling/psychotherapy
- Knowledge and understanding of GDPR practice in services and data collection
- Knowledge of statutory framework for safeguarding children and adults; how to escalate safeguarding concerns
- A commitment to diversity, inclusion and anti-oppressive practice
- Ability and willingness to participate in training activities
- Excellent communication skills.
- The ability to manage your workload in an organised manner, carry out day to day activities and duties whilst meeting and demonstrating agreed targets
- The ability to work in an environment that may include the disclosure of highly emotive material or where there may be challenging behaviour displayed.
- The ability to maintain the credibility and integrity of MASH at all times and to actively promote the work of the organisation
- To be able to undertake report writing in an articulate and analytical professional manner
- Flexible and adaptable approach to work
- An understanding of the importance of working within policies and procedures
- A commitment to MASH's vision and way of working

Desirable

- Relevant degree / professional qualification, for example: Social Work, Counselling/Psychotherapy (BACP recognised), Masters level or above in Counselling/Psychotherapy, EMDR / Post Graduate Diploma in CBT
- Relevant training in low level psychological interventions
- Computer competent and able to navigate around electronic systems. and input information



- Professional registration with a relevant body e.g. SWE, BACP, UKCP, BPS (or PSA accredited equivalent)
- Knowledge of harm reduction and dual diagnosis
- Hold a full driving licence and access to use of a vehicle
- Experience of working with people who sex work
- Experience of working with people who have multiple unmet needs