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Job Title: Therapeutic Community Facilitator (TCF)

Main Purpose of the Role

To facilitate structured rehabilitation processes within the Therapeutic Community (TC) model, grounded in social and behavioural learning principles, and delivered through consistent, team-based practice.

The role contributes to the progression of individuals through clearly defined phases of the programme, ensuring alignment with established frameworks, professional standards, and continuity of care.

Key Responsibilities

Assessment and Preparation

→ Conduct initial contact and welcoming procedures in line with established protocols.
→ Carry out structured assessments with individuals and, where appropriate, their families, including:

- support and care needs
- risks to the individual or to the community environment
- health-related needs, including referral for medical support where required
- psychological and social context
- legal and administrative considerations
- family and relational dynamics
- understanding of the programme and engagement in the process
- suitability for the programme and group environment

Entry and Induction

→ Introduce individuals to the framework, expectations, and functioning of the programme.
→ Develop and agree on individualised care plans in collaboration with the individual.
→ Support adherence to medical recommendations and coordinate with relevant professionals where required.

Treatment Monitoring and Follow-Up

→ Support individuals through structured processes of behavioural change and self-understanding.
→ Facilitate learning, responsibility, and participation within the community.
→ Maintain accurate and up-to-date documentation of interventions and progression in line with organisational standards.
→ Monitor progress against care plan objectives and adjust interventions as required.
→ Promote leadership, accountability, and peer-based learning within the group.
→ Observe and respond to behavioural and emotional patterns within the framework of the programme.

CENTRE DE SOLIDARITÉ

Individual and Group Work

→ Conduct individual sessions in line with care plans and identified needs.
→ Facilitate structured group sessions, including thematic and community-based interventions.
→ Support skill development and capacity-building processes.
→ Deliver educational sessions aligned with the programme framework.

Coordination with Services

→ Liaise with external service providers (medical, legal, social) to ensure continuity of care.
→ Accompany individuals to external appointments where required and ensure follow-up.

Family Engagement

→ Facilitate family support interventions in coordination with relevant units.
→ Engage families in the rehabilitation process where appropriate and within defined frameworks.

Administration and Documentation

→ Maintain accurate, confidential, and structured records of all interactions and interventions, including:

- session notes and daily records
- communication logs
- relevant administrative documentation
- Ensure compliance with organisational and reporting standards.

Outreach and Other Duties

→ Participate in outreach activities in line with programme objectives.
→ Uphold strict confidentiality at all times.
→ Undertake additional responsibilities consistent with the scope of the role and organisational needs.

Educational Background

→ Degree in Psychology, Social Work, Counselling, or a related field preferred.
→ Candidates with a relevant diploma and/or demonstrated experience in the field will be considered.

Key Relationships

→ Internal: Management, team members, programme units
→ External: Health, legal, and social service providers Communication and Professional Practice
→ Engage in structured communication to support assessment, follow-up, and continuity of care.
→ Facilitate group and individual processes in line with programme standards.

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CENTRE DE SOLIDARITÉ

Working Conditions

→ Participation in a rotating night duty roster is required to ensure continuity of support and supervision.

Decision-Making Scope

→ Operate within established frameworks and procedures.
→ Contribute to care planning and implementation based on assessed needs.
→ Identify areas for improvement and contribute to programme development through structured feedback.

Key Competencies and Attributes

→ Capacity to work within a structured, team-based environment
→ Strong interpersonal and communication skills
→ Ability to maintain professional boundaries and confidentiality
→ Consistency in applying frameworks and procedures
→ Ability to support structured group dynamics and community functioning
→ Attention to detail in documentation and follow-up

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