**PERSON SPECIFICATION**

**Post Title: COUNSELLOR**

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| **TRAINING AND EXPERTISE** | **ESSENTIAL** | **DESIRABLE** |
| Relevant nationally recognised qualification to Diploma or above, or equivalent (eg counselling, art therapy, psychotherapy) | ✓ |  |
| At least 2 years post-qualifying clinical experience or significant related experience. | ✓ |  |
| BACP accreditation, UKCP registration, BPS etc or eligible for same. |  ✓ |  |
| Significant experience in line with National Safeguarding requirements. | ✓ |  |
| **EXPERIENCE** |  |  |
| Assessment for therapy including risk assessment. | ✓ |  |
| Use of clinical supervision appropriately. | ✓ |  |
| Providing therapy to a diverse client group. |  | ✓ |
| Working with children and young people in a therapeutic setting. | ✓ |  |
| **SKILLS** |  |  |
| A non-judgemental person-centred holistic approach to clients. | ✓ |  |
| Able to think clearly under pressure and to tolerate confusion. | ✓ |  |
| A calm and thoughtful approach to issue of clinical risk. | ✓ |  |
| Able to recognise and monitor own responses and not let then impinge on clients. | ✓ |  |
| Strong written and verbal communication skills including the ability to contribute to clinical discussion and planning. | ✓ |  |
| Administration, record keeping and IT skills. | ✓ |  |
| Fluent in languages other than English |  | ✓ |
| **BEHAVIORAL AND OTHER JOB-RELATED CHARACTERISTICS** |  |  |
| Commitment to a person-centred approach to services (which account for the impact of psycho-social/cultural issues). | ✓ |  |
| Willingness and ability to meet monitoring and evaluation requirements. | ✓ |  |
| Understanding of and commitment to equality, valuing diversity and anti-discriminatory practice. | ✓ |  |
| Aware of duties and responsibilities within health and safety requirements. |  | ✓ |
| Identification and assessment of children, young people and vulnerable adults at risk. | ✓ |  |