

PERSON SPECIFICATION
IAPT Counsellor

Each item on this person specification will be assessed using 1 or more methods as indicated in the 3 columns.

A = Application Form I = Interview A I

<u>ESSENTIAL</u>	<u>HOW IDENTIFIED</u>
Degree in Counselling (Humanistic/Integrative)	A I
Minimum two years' post qualification experience (including experience working for an IAPT provider) and working to a short term model	A I
BACP or UKCP Accredited (essential)	A I
An awareness and understanding of sexual violence and its impact	A I
Experience of conducting mental health risk & needs assessments and management/action of the same	A I
Experience of working with trauma and PTSD, depression and anxiety	A I
Experience of dealing with difficult situations and working autonomously and using own initiative	A I
Experience of working clinically within a multi-disciplinary team	A I
Able to work as part of a team and follow instructions and guidance from Line Manager	A I
Excellent interpersonal and IT skills	AI
Able to produce statistical, monitoring and evaluation information and accurately input into a database system	A
Ability to communicate effectively both verbally and written	A I
Able to keep and produce accurate records, reports & administration; able to maintain high standards of administration	A
Ability to plan, prioritise and organise own workload and work to tight time scales	
An understanding of Equal Opportunities principles and anti-discriminatory practice	A I
A clear understanding of confidentiality and professional boundaries	A I
Able to work regular evenings	A I
Evidence of professional and personal development and training	A I

<u>DESIRABLE</u>	<u>HOW IDENTIFIED</u>
Able to confidently deliver training sessions and talks	A
Experience of facilitating Service User Consultation Groups	A
Able to contribute to organisational developments	A