

# PERSON SPECIFICATION

## 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 P

<b><u>ESSENTIAL</u></b>	<b><u>HOW IDENTIFIED</u></b>
Degree in Humanistic Counselling	A I
Minimum two years' post qualification experience	A I
Membership of BACP or UKCP	A I
An awareness and understanding of sexual violence and its impact	A I
Experience of conducting risk/needs assessments & management	A I
Experience of working with or knowledge of trauma and PTSD	A I
Experience of delivering Group Work	A I
Experience of dealing with difficult situations	A I
Liaising with voluntary and statutory sector organisations	A I
Ability to use own initiative and follow instructions and guidance from Line Manager	A I
Able to work as part of a team and contribute to team and service developments	A I
Excellent IT skills	AI
Able to produce statistical and monitoring information; accurately input into a database system and undertake effective administration	A I
Ability to communicate effectively both verbally and written	A I
An understanding of Equal Opportunities principles and anti-discriminatory practice	A I
An understanding of confidentiality and professional boundaries	A I
Able to work regular evenings and occasional weekends	A I
Evidence of professional and personal development and training	A I

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