

# 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 Counselling (Person Centred / <del>or</del> Integrative / EMDR) Counselling/Psychotherapy.	A I
<del>Extensive</del> <u>Demonstrative</u> post qualification experience.	A I
BACP or UKCP Accredited or Registered.	A I
An awareness and understanding of sexual violence and its impact.	A I
Knowledge of issues affecting people who have experienced sexual violence, both recent and non-recent.	A I
Experience of working with or knowledge of trauma and PTSD.	A I
Experience of delivering a wide range of therapeutic approaches to mental health problems.	A I
Experience of routine outcome monitoring & ability to meet agreed specified service targets.	A I
Experience of conducting risk/needs assessments & management of risk and needs.	A I
Experience of dealing with difficult situations.	A I
Experience of multi-agency working in the management of multiple needs of clients.	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 <del>occasional</del> -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
Experience of delivering Group Work.	A