|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Qualification | Diploma in Counselling or equivalent (Level 5 and above)Professional Accreditation with BACP/UKCPDiploma/Certificate in Supervision | Diploma or formal training specific to working with children and young people.Education to graduate level | * Application form
* Selection Process
 |
| Experience | Experience in supervising counsellors working with children and young peopleExperience of counselling with children and young peopleSignificant post-qualifying counselling experienceUnderstanding & experience of school & education systems | Awareness of the network of children’s services & experience of multi-agency workExperience and skills in working creatively  | * Application form
* Selection Process
* Pre-employment checks
 |
| Skills/knowledge | Knowledge of child developmentKnowledge of safeguarding and promoting the welfare of childrenKnowledge of the BACP/UKCP Code of EthicsAwareness & understanding of mental health issues and factors affecting young people todayEvidence of continued professional developmentKnowledge of a range of counselling theories and interventionsAbility to promote the personal and professional development of counsellors | Good written communication and ability to write case reportsGood organisational skills and an ability to work independently & demonstrate initiative | * Application form
* Selection Process
* Pre-employment checks
 |
| Personal Qualities | Good interpersonal skillsAccess to a car or means of mobility support (if driving then must have a current valid driving licence and appropriate insurance) | High level of motivation and commitmentAbility to work flexibly | * Application form
* Selection Process
* Pre-employment checks
 |