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|  | **Essential** | **Desirable** | **Method of Assessment** |
| Qualification | Diploma in Counselling or equivalent (Level 5 and above)  Professional Accreditation with BACP/UKCP  Diploma/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 people  Experience of counselling with children and young people  Significant post-qualifying counselling experience  Understanding & experience of school & education systems | Awareness of the network of children’s services & experience of multi-agency work  Experience and skills in working creatively | * Application form * Selection Process * Pre-employment checks |
| Skills/knowledge | Knowledge of child development  Knowledge of safeguarding and promoting the welfare of children  Knowledge of the BACP/UKCP Code of Ethics  Awareness & understanding of mental health issues and factors affecting young people today  Evidence of continued professional development  Knowledge of a range of counselling theories and interventions  Ability to promote the personal and professional development of counsellors | Good written communication and ability to write case reports  Good organisational skills and an ability to work independently & demonstrate initiative | * Application form * Selection Process * Pre-employment checks |
| Personal Qualities | Good interpersonal skills  Access 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 commitment  Ability to work flexibly | * Application form * Selection Process * Pre-employment checks |