

PERSON SPECIFICATION - COLLEGE COUNSELLOR

Qualities	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Proven ability to deliver evidence based and effective therapeutic intervention • Skills & experience in counselling children and young people across key stage 4 and key stage 5 • Understanding and experience of school and education systems • Experience of undertaking therapeutic group work with young people 	<ul style="list-style-type: none"> • Awareness of the network of children's services & experience of multi-agency work
Education/ Qualification/ Training	<ul style="list-style-type: none"> • Hold relevant qualification in Counselling, Psychology or Mental Health • Proven commitment to continuous professional development • Therapeutic training or qualification in working with young people • Hold or be working towards BACP 	<ul style="list-style-type: none"> • Education to graduate level or above
Specialist Knowledge/ Skills	<ul style="list-style-type: none"> • Knowledge of mental health services • Proven ability to effectively communicate with young people • Understanding of development of young people including emotional, social and educational issues • Knowledge of school procedures and policies including safeguarding, SEND code of practice and • Knowledge of government legislation pertaining to children including The Children's Act and 'Transforming children and young people's mental health' green paper • Ability to work independently and as part of a team • Excellent organisational skills 	<ul style="list-style-type: none"> • Commitment to integrated and multi agency working • Comfortable delivering PD to wider staff body • Demonstrate initiative • A range of ICT skills

	<ul style="list-style-type: none"> • Ability to write clearly for a range of audiences including writing formal reports • Understanding if complex needs, how to identify them and give advice on how to best support them in a range of settings • Ability to build effective relationships with pupils, parents and other professionals 	
Personal Qualities	<ul style="list-style-type: none"> • Excellent interpersonal skills • High levels of motivation and commitment • Ability to effectively collaborate • Positive communication and listening skills. • Patience, tolerance and sensitivity. • A mature and non-judgemental outlook • A commitment to equal opportunities for all 	<ul style="list-style-type: none"> • Readiness to seek support if needed • Self reflection • Clean driving licence • Willingness to drive school minibus if required for educational visits relating to role
Work Arrangements and Availability	<ul style="list-style-type: none"> • Working hours 8am to 4pm • 2 x PD days • Staff briefings 	<ul style="list-style-type: none"> • Willingness to attend appropriate training sessions out of usual working hours when advanced notice is given