

Person Specification

Counsellor

Criteria	Essential	Desirable	Assessed through
Qualifications	<ol style="list-style-type: none"> 1. BACP Accreditation, UKCP registration or BPC 2. Further therapeutic training or qualification in working with children and young people 	<ol style="list-style-type: none"> A. Post-graduate Diploma or B. Masters level in Counselling or Psychotherapy 	All - Application form & Certificates
Experience	<ol style="list-style-type: none"> 1. Minimum of 2 years' post qualification experience 2. Minimum of 1 year experience of working with children and young people 	<ol style="list-style-type: none"> A. Experience of working in a school environment 	All - Application form & References
Knowledge & Understanding	<ol style="list-style-type: none"> 1. An understanding of the developmental, emotional, social and educational issues of young people 2. An awareness of the range of needs of people from diverse ethnic, cultural and social backgrounds 3. Knowledge of local mental health and CAMHS Service 4. Knowledge of the Children's Act and legislation pertaining to children, including Keeping Children Safe in Education 		All - Application form & Interview day

	September 2016.		
Skills	<ol style="list-style-type: none"> 1. Excellent interpersonal skills to communicate effectively at all levels 2. Good written and verbal communication skills 3. Ability to work independently on own initiative to plan and evaluate, managing a varied caseload with an ability to work under pressure 	<ol style="list-style-type: none"> A. Ability to appropriately challenge ideas or beliefs they believe are wrong 	All - Application form & Interview day
Personal qualities	<ol style="list-style-type: none"> 1. Evidence of a commitment to continuous personal development and improvement 2. Work well both individually and as part of a team to make a difference 3. A mature and non-judgmental outlook 4. Forms positive and productive relationships with staff and children 5. Honest and trustworthy 6. Patience, tolerance and sensitivity 	<ol style="list-style-type: none"> A. High levels of emotional intelligence. B. Resilience and the optimism to deal with day to day challenges. C. Self-confidence and the ability to make appropriate decisions. 	All - Interview day & References