

Person Specification

Post Title: Young Person's Counsellor

Education	Essential	Desirable	Assessment
Professional /Advanced Diploma in Counselling (at a recognised training institution).	✓		A/I
Member of BACP or equivalent professional association	✓		A
BACP accreditation		✓	A
Formal training in other therapeutic models		✓	A

Experience	Essential	Desirable	Assessment
Demonstrably extensive supervised counselling/ therapy experience.	✓		A/I
Experience of working with young people aged 11-18, one-to-one	✓		A/I
Experience of working with under 11's		✓	I
Experience of working with clinical risk	✓		A/I
Evidence of consistent, ongoing clinical supervision in line with professional code of ethics.	✓		T
Demonstrable experience of working successfully with a caseload of young people with complex emotional health needs.	✓		A/I
Experience of using an integrative approach		✓	I
Experience of working with children and young people's feedback systems that empower them to influence their treatment and recovery		✓	I
Experience of working with other professional agencies		✓	I
Computer literacy including use of MS office and Database systems		✓	A
Experience of working with a charity		✓	I

Experience of working effectively in a team and with volunteers		✓	I
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Knowledge, Skills and Understanding	Essential	Desirable	Assessment
Demonstrable understanding of mental health issues in the context of the needs and behaviours of children and young people	✓		A/I
Understanding of Safeguarding and child protection	✓		A/I
Communicates in a clear manner both written and orally	✓		A/T
Able to devise an appropriate therapeutic case plan for each client		✓	A/T
Awareness of different activities on offer for young people		✓	I
Demonstrable understanding and working within clear professional and ethical boundaries	✓		A/I
A demonstrable understanding of and commitment to equal opportunities and diversity, and the ability to work in a non-judgmental and non-discriminatory way.	✓		A/I
Demonstrable ability to work to timescales.		✓	A/I

Assessment key: A= Application, I= Interview, T= Test/Task