



## HEAD OF COUNSELLING & PRACTICE

### PERSON SPECIFICATION

E: Essential  
D: Desirable

I: Tested at interview stage  
A: Tested at application stage

<b>EXPERIENCE &amp; QUALIFICATIONS</b>		
Registration & Accreditation as a counsellor with BACP/UKCP/BPS/BABCP/NCPS etc	E	A/I
Qualified to provide clinical supervision	E	A/I
Evidence of relevant CPD	E	A/I
Line management experience or experience of supervising work of other staff/volunteers within the health and social care or voluntary sector	E	A/I
Experience of working within service level agreements and contracts	D	A/I
Experience of providing structured counselling/psychotherapy within a recognised framework in a relevant field – e.g. substance misuse, domestic abuse, trauma, mental health	E	A/I
Experience of (or competency to) providing clinical supervision	E	A/I
Experience of developing and delivering training sessions, workshops	D	A/I
Experience of positive and effective team working	E	A/I
Experience of working as a clinical practitioner with people from diverse social, cultural and ethnic backgrounds	E	A/I
Knowledge and experience dealing with safeguarding issues and appropriate responses	E	A/I
<b>SKILLS &amp; KNOWLEDGE &amp; ABILITIES</b>		
Understanding of recovery/counselling models and/or trauma-informed practice and the therapeutic process	E	A/I
Understanding of best practice and BACP guidelines and ability to apply them within counselling/therapeutic services	E	A/I
Ability to lead on and manage therapeutic service developments which enhance EACH's business	E	A/I
Ability to provide clinical supervision and guidance to a high standard	E	A/I
Ability to line manage, supervise and support staff		
Ability to develop and lead on training, workshops etc	E	A/I
Knowledge of barriers experienced by people from marginalised and disadvantaged communities and possible solutions	E	A/I
Ability to provide clinical leadership to ensure high quality, needs-led services	E	A/I
Understanding of clinical governance and/or quality frameworks as applicable to client care	E	A/I



Ability to undertake clinical assessments and provide therapeutic interventions (one to ones, group work etc) <b>(see note below)</b>	E	A/I
Ability to record effectively, utilise and act on information and provide management reports	E	A/I
Ability to develop effective working relationships and represent EACH's work and values	E	A/I
Ability to collaborate, motivate and work as part of a team	E	A/I
Ability to communicate effectively both orally and in writing	E	A/I
Competent to self-manage and work without close supervision and meet deadlines	E	A/I
Ability to develop and implement organisational policies and procedures	E	A/I
<b>OTHER REQUIREMENTS</b>		
Emotional resilience and ability to work under pressure	E	A/I
Committed to equal opportunities and anti-discriminatory practice	E	A/I
Up to date DBS check	E	A/I
Ability to work out of hours/flexibly where needed	E	A/I

**\*to hold a very small case-load for your own CPD and to maintain your counselling status**