

PERSON SPECIFICATION

Development Work

E: Essential
D: Desirable

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

EXPERIENCE & QUALIFICATIONS		
Accredited an/or registered with an appropriate UK recognised professional body, e.g. BACP, UKCP, HCPC, NCPS, BPS, BABCP	E	A
Relevant post-qualification experience of providing evidence-based and/or structured counselling and therapeutic interventions in a professional setting	E	A/I
Clinical supervision qualification	E	A/I
Experience of assessing and managing complex case presentations	E	A/I
A track record of supporting clients from diverse backgrounds effectively	E	A/I
Demonstrable and relevant Continuous Professional Development	E	A
Experience of providing line management and/or supervising staff, trainees or volunteers in health, social care or the voluntary sector	E	A/I
Experience of developing and delivering training sessions, workshops, presentations	E	A/I
Understanding and experience of BME-specialist, culturally competent and trauma-informed practice in an area relevant to EACH's work (mental health, substance misuse and domestic abuse)	E	A/I

SKILLS & KNOWLEDGE & ABILITIES		
Excellent knowledge of therapeutic approaches and clinical skills that support recovery in mental health and/or substance misuse and/or domestic abuse	E	A/I
Ability to provide clinical leadership and management to staff, trainees and volunteers	E	A/I
Ability to develop, lead and manage Volunteering/Trainee Counsellor programmes ensuring their development and support in their placements	E	A/I
Ability to act as the Safeguarding Lead in the organisation	E	A/I
Ability to address and provide oversight on safeguarding and risk, including appropriate responses, consultations, recording and reporting effectively	E	A/I
Strong understanding of principles and value of clinical supervision and reflective practice and ability to provide it	E	A/I
Ability to develop and provide training, skills-based learning, presentations and information to enhance practice and knowledge of staff, volunteers, and other professionals	E	A/I
Understanding of clinical governance and/or quality assurance as applicable to client care	E	A/I
Competence in developing, reviewing and implementing clinical and client related policies and procedures to enhance client care and outcomes	E	A/I
Strong ability to plan and work cross-functionally and cross teams, and constructively influence ways of working	E	A/I
Confident with data and case management and reporting systems and processes	E	A/I
Ability to provide reports, data and information in an accessible, constructive and timely way internally and externally as appropriate	E	A/I

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Ability to develop and implement service and clinical practice developments and support staff to embed them	E	A/I
Ability to provide counselling and therapeutic interventions based upon assessed client needs and risks	E	A/I
Ability to review, audit and interrogate clinical practice and data and use findings to implement changes and support staff to adapt to them	E	A/I
Ability to maintain accurate, timely and secure records in line with confidentiality, GDPR, organisational and professional requirements	E	A/I
Excellent communication and engagement skills, written and oral	E	A/I
Competence in using data systems and MS tools	E	I
Ability to build effective working relationships with colleagues, external professionals and stakeholders	E	A/I
Ability to plan, chair and/or facilitate effectively meetings, workshops and collaborative planning sessions and ensure follow up	E	I
Ability to prioritise, work independently and meet deadlines with minimal supervision	E	A/I
Strong report writing and presentation skills, adapting communications, updates, briefings and information etc for the intended audience	E	A/I
Demonstrates sound judgement, accountability and discretion	E	A/I
Awareness of relevant developments in the field of counselling and recovery and ability to use them to inform clinical policy and practice and development of new services or programmes	E	A/I

Other requirements		
Resilient and adaptable, including working across sites and out of hours where required	E	A/ I
Approachable, collaborative and relationship and team-oriented	E	A/I
Ability to support the organisation in its business development and impact	E	A/I
Ability to challenge constructively and support evidence-based decision making	E	A/I
Ability to work under pressure and effectively within the voluntary sector/charity context	E	A/I
Commitment to Equality, Diversity and Inclusion, organisational and personal learning and working within EACH's values and ethics	E	A/I