

**Person Specification**

**For Academy Counsellor**

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| **Essential** | **Desirable**  | **Criteria** |
| **Qualifications:*** Post-Graduate Diploma or Masters level in Counselling or Psychotherapy.
* BACP Accreditation, UKCP Registration or BPC.
 | * Further training/professional development within the field of Counselling, Psychotherapy or Mental Health
 | Application |
| **Relevant Experience:*** Recent and successful experience of working with young people.
* Recent counselling work.
* Written and numerical recording and reporting procedures.
 | * Experience of short-term counselling.
* Previous attendance at supervision.
* Evidence of inter-agency work.
 | Application/references/interview |
| **Specialist Knowledge/Skills:*** An understanding of the BACP code of Ethics.
* Knowledge of counselling theories, particularly short-term work.
* Understanding of the issues affecting young people.
* Understanding and commitment to the principles and practice of equal opportunities.
* Knowledge of child protection and safeguarding.
* Ability to plan, monitor and evaluate outcomes of the work.
* Understanding and experience of quality assurance procedures.
* Able to work on own initiative.
 | * Knowledge and experience of solution-focused brief therapy.
 | Application/references/interview |
| **Interpersonal/Communication** **Skills*** Ability to relate positively with young people.
* Willingness to challenge ideas and be challenged by others.
* An ability to display non-judgmental, open-minded approach.
* Ability to advocate on behalf of young people.
* Able to review and reflect on own practice.
* Ability to work effectively as a member of a team.
* Ability to facilitate groups.
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| Enhanced DBS holder |  | Application/references |