

**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. |  |  |
| Enhanced DBS holder |  | Application/references |