

PERSON SPECIFICATION AND SHORTLISTING CRITERIA: INDEPENDENT THERAPEUTIC COUNSELLOR

ESSENTIAL	DESIRABLE	ASSESSED BY:
- Do you have a degree? - Do you have a professional qualification – such as Level 4 or above Therapeutic Counsellor? - Are you a member of relevant professional body – BACP or a national PSA recognised organisation? - Do you have a proven track record of delivering successful outcomes for young people aged 15-25? - Are you competent and confident in administering GAD-7, PH-9 and PCL-5? - Do you have an excellent knowledge of safeguarding legislation?	Do you hold a current driving licence? Do you have experience of working in schools or other educational organisations? Do you have experience of working with young adults in a community setting? What is your experience of working with young asylum seekers and refugees? Can you give evidence of good IT skills?	Application form Application form Application form Application form Application form Application form Application form Application form Application form Application form Application form

Professional relationships and commitment • How would you demonstrate your understanding of responsibilities in protecting your own health, safety and wellbeing and that of your colleagues and others? • How do you keep up to date with developments within your profession? • Can you give evidence of your understanding and commitment to confidentiality at work? The young people are asylum seekers and refugees, and their vulnerable status means it is imperative to be aware of issues that may compromise their safety. • Can you explain how you present appropriately for the occasion, showing an awareness of what is required in terms of convention or culture?	• How do you inspire and motivate others, building effective working and therapeutic relationships? • How do you demonstrate high standards of integrity, honesty and fairness?	Application form/ Interview Application form/ Interview Application form/ Interview Application form/ Interview Application form/ Interview Application form/ Interview
Delivery of Results • How do you identify appropriate aims, taking into account the needs of the young people, and deliver the best outcomes for the situation. • How do you ensure that you make clear and considered recommendations and decisions to your line manager?		Application form/ Interview Application form/ Interview

Personal Effectiveness • Are you able to work with energy and commitment and to manage your own time well? • Can you adapt quickly to new demands and changes?		Application form/ Interview Application form/ Interview
Expertise • Are you able to understand the regulatory frameworks and to apply high-quality best practice to meet the expectations of this role?	• Do you have an in-depth knowledge and experience related to therapeutic counselling? • Do you know when and how to find and use sources of expertise, within and outside the group?	Application form/ Interview Application form/ Interview Application form/ Interview
Managing Change • How do you effectively communicate reasons /need for change, involving others in the process and assessing the impact of change?	• Give an example of how you have generated ideas for change to make improvements to services you provide.	Application form/ Interview