

POST TITLE: Service Lead – Counselling and Therapeutic Services

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Experience	<p>Experience of working within a charity or social enterprise or social care setting.</p> <p>Minimum of 2 years’ experience in a business development/operational management role with evidence of previous projects and capabilities.</p> <p>A proven track record of organisational growth.</p> <p>Experience of developing and implementing business plans.</p> <p>Experience of building and maintaining excellent customer/stakeholder relationships.</p>	<p>Experience of developing new projects.</p> <p>Experience of managing therapeutic services for young people.</p> <p>Experience of fundraising and developing new income streams.</p> <p>Experience of working in schools or educational context.</p>	<p>Application Form. Interview. Sight of Certificates.</p>
Training	<p>Educated to degree level or above, in a relevant field.</p> <p>Evidence of recent CPD.</p>	<p>Evidence of recent self-development within last 12 months.</p> <p>Training in Safeguarding to at minimum of level 3.</p>	<p>Application Form. Interview. Sight of Certificates</p>

<p>Special Knowledge</p>	<p>Understanding of the issues affecting young people’s mental health and the services available to support them. Knowledge and understanding of issues affecting children, young people and their families in the Bradford District in particular.</p> <p>Understanding and awareness of equality, diversity and inclusivity, in theory and in practice.</p> <p>Knowledge of IT systems in the workplace while understanding emerging technologies.</p>	<p>Good understanding of the structure and framework of local authorities and the associated financial regimes, and how the voluntary sector contribute within this environment.</p> <p>Knowledge and understanding of school systems and structures, and what would be required to deliver a counselling service in a school context.</p>	<p>Application Form. Interview.</p>
<p>Disposition/Adjustment/ Attitude</p>	<p>Able to work on own initiative.</p> <p>A flair for creativity and innovation with a keen eye for development opportunities.</p> <p>An enthusiastic and driven personality that has the ability to inspire and motivate members of the organisation.</p> <p>Ability to adapt as the service develops/changes.</p>		<p>Interview.</p>

Practical/Intellectual Skills	<p>Excellent interpersonal, communication and presentation skills, both written and verbal. Able to communicate effectively with team members, young people and other agencies.</p> <p>Excellent commercial and business awareness with strong negotiating skills.</p> <p>Ability to manage relationships with a multitude of organisations, partnerships and individuals in a positive and co-operative way.</p> <p>Ability to plan, organise and evaluate own work.</p> <p>Forward planning and time management skills.</p> <p>Ability to compile reports, monitor progress of work, and act on findings to improve quality.</p>	Project management skills including research, development, planning, implementation, monitoring and evaluation.	Application Form. Interview.
Personal Circumstances	<p>Must be prepared to work flexibly.</p> <p>No contra-indications in personal background or criminal record indicating unsuitability to working with young people.</p> <p>Must be eligible to work in the UK.</p>		Interview. DBS check. Sight of appropriate documents.
Physical/Sensory	<p>Must be able to perform all duties and responsibilities in work location with reasonable adjustments where appropriate under the provision of the Disability Discrimination Act 1995.</p>		Application Form. Interview.

Equality	Candidates should indicate commitment to the principles underlying the project's equal rights policies and procedures.		Interview.
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