

## PERSON SPECIFICATION

### POST TITLE: Clinical Lead – Counselling and Therapeutic Services

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Experience	Minimum of 2 years' experience of supervising counsellors. Minimum of 2 years' experience of person-centred counselling of children and young people.	Experience in the use of clinical outcome measures to measure service impact. Experience of a broad range of therapeutic models for counselling children and young people.	Application Form. Interview. Sight of Certificates.
Training	Educated to degree level or above. A recognised counselling qualification. A relevant Clinical Supervision Qualification. Evidence of recent CPD (Continuing Professional Development). Registration with the BACP (British Association for Counselling and Psychotherapy) or equivalent.	Evidence of recent self-development within last 12 months. Training in Safeguarding to a minimum of level 3. Accreditation with the BACP or equivalent.	Application Form. Interview. Sight of Certificates.
Special Knowledge	Knowledge and understanding of issues affecting children, young people and their families in the Bradford District in particular.  Understanding of services that support the mental health of children and young people.	Understanding of legislation and guidance regarding children and young people. Understanding of the needs of neurodivergent young people in accessing counselling services.	Application Form. Interview.

	<p>Understanding and awareness of equality, diversity and inclusivity, in theory and in practice with regards to counselling services.</p> <p>Knowledge and experience of risk assessment and safeguarding.</p> <p>Knowledge of and competence in using IT systems and databases in the workplace while understanding emerging technologies.</p>	<p>Knowledge and understanding of school systems and structures, and what would be required to deliver a high-quality counselling service in a school context.</p> <p>Experience of planning and delivery of training.</p> <p>Experience of supervising clinical supervision.</p>	
Disposition/ Adjustment/ Attitude	<p>Able to work on own initiative.</p> <p>A strong ethical approach.</p> <p>A positive approach, involving others and respecting their contribution.</p> <p>Ability to adapt as the service develops/changes.</p>		Interview.
Practical/Intellectual Skills	<p>Excellent interpersonal, communication and presentation skills, both written and verbal.</p> <p>Able to communicate effectively with team members, young people and other agencies.</p> <p>An ability to support and motivate team members.</p> <p>Ability to manage relationships with the multi – professional team</p> <p>Ability to plan, organise and evaluate own work.</p> <p>Forward planning and time management skills.</p>		Application Form. Interview.

	Ability to monitor progress of work.		
Personal Circumstances	Must be prepared to work flexibly. No contra-indications in personal background or criminal record indicating unsuitability to working with young people. Must be eligible to work in the UK.		Interview. DBS (Disclosure and Barring Service) check. Sight of appropriate documents.
Physical/Sensory	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.		Application Form. Interview.
Equality	Candidates should indicate commitment to the principles underlying the project's equal rights policies and procedures.		Interview.