**THE LINK CHARITABLE TRUST**

**PERSON SPECIFICATION - Adult Counsellor**

This outlines the main criteria for the post and shortlisting will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using the skills knowledge and experience gained.

| **Criteria** | **E - Essential**  **D - Desirable** | **Measured By**  **A- Application**  **I - Interview** |
| --- | --- | --- |
| **Qualifications**   * The applicant must hold a recognised Counselling qualification/Diploma Level 4 or higher. | E | A |
| * A member of the British Association of Counselling Practitioner (BACP/ HCPC/BABCP/BAAT/UKCP/BPS) | D | A |
| * Qualification/Certification in Cognitive Behavioural therapy (CBT) | D | A |
| **Experience**   * Recent experience of at least 1 year working face to face with adults experiencing mental health difficulties | E | A/I |
| * Experience of delivering group activities to adults | D | A/I |
| * Ability to monitor, review and evaluate your work with adults | E | A/I |
| * Demonstrates an understanding of The Link service, including referral pathways and criteria for access | D | A/I |
| * Experience of working within an adult’s mental health service | D | A/I |
| * Can competently deliver a range of suitable therapeutic counseling skills | E | A/I |
| **Clinical Supervision and Case Management**   * Demonstrates a willingness to undertake clinical supervision and case management | E | I |
| * Shows responsibility for continuous professional development | E | A/I |
| **Safeguarding**   * A clear understanding of policies and procedures and commitment to the safeguarding of adults. | E | I |
| * Level 3 Safeguarding Adults Training | D | A |
| **Case Management and Line Management**   * Under supervision demonstrates a willingness to challenge assumptions and practice and with guidance can provide alternative and creative solutions. | E | A/I |
| * Demonstrates commitment to deliver high quality services. | E | A/I |
| **Partnership Working**   * Demonstrates an ability to effectively build and manage relationships with referrers within the community | E | I |
| * Demonstrates a consistently positive attitude to working within The Link | E | A/I |
| * Demonstrates a willingness to work collaboratively | E | A/I |
| **Personal Qualities**   * Ability to work within a dynamic and developing service | E | I |
| * Adaptability to changing circumstances and environment | E | I |
| * Demonstration of self-motivation and motivation of others | E | I |
| * Ability to work confidently and competently under pressure | E | I |
| **Communication**   * Effective communication skills, both verbal and written and the ability to understand and respond to requirements of different audiences | E | A/I |
| * Shares information, skills and practice when required | E | A/I |
| * The ability to treat all work matters as confidential and act with discretion | E | A/I |
| * Excellent case recording, report writing and case presentation skills | D | A/I |
| **IT**   * Demonstrates competency in using The Google suite | D | A |
| * Experience in using database systems to record sessions and notes | D | A |