



St Cuthbert's Hospice

*Making every day count since 1988*

## Person Specification

Post Title Counsellor Children/Young Persons		Grade 5	Department Day Services (Bereavement Services)	
Criteria relevant to the job	Essential Requirements necessary for safe and effective performance in the job	Method of Assessment	Desirable Where available, elements that contribute to improved/immediate performance in the job	Method of Assessment
Qualifications and Training	Accredited counsellor or eligible for accreditation with BACP or UKCP in working with children and young people		Senior accreditation with BACP or UKCP for children and young people  Relevant qualification in working with children and young people	
Experience	Working with grief and loss in children and young people  Assessing children and young people experiencing grief and loss through anticipated or actual bereavement  Providing psychological and emotional support to meet post and pre bereavement needs of children and young people  Evidence of supervised practice with children and young people  Multi-professional working  Ability to maintain confidential and ethical boundaries at all times  Working within child protection policies		Experience in training/teaching  Experience working in a palliative care setting	

	<p>and procedures</p> <p>Participation in on-going clinical supervision</p>			
Skills and Knowledge	<p>Ability to work effectively with other professionals, communicate information, risk and treatment</p> <p>Ability to work reflectively and use supervision effectively</p> <p>Developed interpersonal skills and communication skills both oral and written</p> <p>Ability to apply recognised and contemporary theories and models of grief and loss to the support of children and young people anticipating or experiencing the loss of a loved one</p> <p>Thorough knowledge and understanding of safeguarding policy and practice</p> <p>Ability to work empathetically, interpret, advocate and work sensitively with children and young people who are struggling to cope with anticipated or actual bereavement</p> <p>Team player who recognises the value and has the confidence to participate in inter-disciplinary team meetings</p> <p>Good organisational skills</p>		Competency in Microsoft including word, excel and power point	
Personal Attributes	<p>Able to evidence behaviour consistent with the Hospice values of professionalism, choice, integrity and</p>			

	reputation  Tact and diplomacy in dealing with a variety of situations  Self aware and able to deal with and identify own stress  Ability to work creatively, flexibly and with initiative  Ability to work autonomously and manage own caseload  Good collaborative working skills  Understanding of and commitment to equality of opportunity and diversity procedures  Evidence of commitment to own continuing professional development			
Special Requirements	Independently mobile with the ability to travel between the Hospice and the local community.  Current valid driving licence.			

**Issue Date:** ..... **Employee signature:** .....

**Line Manager Signature:** .....