



**Person Specification**

| <p><b>Post Title</b> Counsellor (Children/Young Persons)</p> <p><b>Grade</b> 5</p> <p><b>Department</b> Family Support Team (Bereavement Support Team)</p> |   |                      |  |                      |
|--|---|----------------------|--|----------------------|
| Criteria relevant to the job   | Essential<br>Requirements necessary for safe and effective performance in the job   | Method of Assessment | Desirable<br>Where available, elements that contribute to improved/immediate performance in the job  | Method of Assessment |
| <b>Qualifications and Training</b>   | <ul style="list-style-type: none"> <li>• Diploma in counselling or equivalent</li> <li>• Professional Accreditation or working towards accreditation</li> <li>• Membership of an appropriate professional body</li> </ul>   |                      | <ul style="list-style-type: none"> <li>• Diploma specific to working with children and young people</li> <li>• Education to graduate level</li> </ul>  |                      |
| <b>Experience</b>  | <ul style="list-style-type: none"> <li>• Significant experience counselling children and young people</li> <li>• A proven ability to deliver effective therapeutic assessment and intervention within a theoretical framework</li> <li>• An awareness of the network of children's services and own experience of multi-agency working</li> <li>• Working within child protection policies and procedures</li> <li>• Supervised practice with children and young people within previous clinical practice</li> <li>• Maintaining confidential and ethical boundaries within clinical practice</li> <li>• Participation in clinical supervision within previous clinical practice</li> </ul> |                      | <ul style="list-style-type: none"> <li>• Counselling children and young people presenting with grief, loss and bereavement</li> <li>• Experience of engaging with parents, carers and guardians</li> <li>• Experience of working within a palliative care setting.</li> <li>• Experience of undertaking group work with children and young people</li> </ul> |                      |

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| <p><b>Skills and Knowledge</b></p> | <ul style="list-style-type: none"> <li>• Ability to demonstrate empathy, advocacy and sensitivity when working with children, young people and their parents, carers and guardians</li> <li>• Ability to apply recognised and contemporary theories and models of grief, loss and bereavement to support children, young people and their parents, carers and guardians</li> <li>• Knowledge of child development</li> <li>• Knowledge of trauma</li> <li>• Knowledge of safeguarding and promoting the welfare of children</li> <li>• Knowledge of the <i>BACP Code of Ethics</i></li> <li>• A proven ability to communicate effectively with children, young people and their parents, carers and guardians</li> <li>• Good organisational skills and an ability to work independently and demonstrate initiative</li> <li>• Good written communication and ability to write case reports when necessary</li> <li>• An ability to work effectively with other professionals and communicate information, risk and treatment</li> <li>• Active participation within team meetings</li> <li>• Ability to work reflectively and use clinical supervision effectively</li> </ul> |  | <ul style="list-style-type: none"> <li>• Good understanding of the factors that impact on the mental health of children and young people</li> <li>• Ability to analyse data</li> <li>• Competency in Microsoft including <i>Word, Excel, PowerPoint</i> and <i>Teams</i></li> <li>• Experience of <i>SystemOne</i></li> </ul> |  |
| <p><b>Personal Attributes</b></p>  | <ul style="list-style-type: none"> <li>• Good interpersonal skills and communication skills (oral and written)</li> <li>• Robust professional boundaries</li> <li>• Diplomacy and discretion used within a variety of situations</li> </ul>  |  | <ul style="list-style-type: none"> <li>• Readiness to engage in professional development opportunities</li> <li>• High level of motivation and commitment</li> </ul>  |  |

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|  | <ul style="list-style-type: none"> <li>• Readiness to seek help and support in managing professional issues and problems</li> <li>• Ability to work creatively, flexibly and with initiative</li> <li>• Ability to work autonomously and organise/manage client caseload</li> <li>• Personal resilience</li> <li>• Awareness of self-care needs</li> <li>• Understanding of and commitment to equality of opportunity and diversity procedures</li> <li>• Ability to work as a member of a team</li> <li>• Evidence behaviour consistent with the Hospice values of <i>Professionalism, Choice, Integrity and Reputation</i></li> <li>• Access to a car or means of mobility support (if driving, holds a current, valid driving licence)</li> </ul> |  |  |  |
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**Issue Date:** ..... **Employee signature:** .....

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