**COUNSELLOR AND/OR CBT THERAPIST**

**JOB DESCRIPTION AND PERSON SPECIFICATION**

**1. JOB DESCRIPTION**

**Scope of role**

The post involves a caseload of clients and the provision of counselling therapy or CBT in line with Trust policies and procedures. You will be providing support as part of a team ensuring that young people and or their parents can access the support and help they need in a location close to their home.

**Location:** Hereford

**Hours:** 22.5 hours per week – 3 days per week, with the possibility of working one evening (Monday or Wednesday until 7:30pm)

**Grade / Salary** £24,203.32 per annum (pro rata) plus benefits.

**Duties:**

* Provide a presence on site in outreach locations with the support team,
* Assess the appropriateness of clients for counselling therapy or CBT,
* Ensure the appropriate Safeguarding of clients and follow trust policy and procedures,
* Undertake brief counselling therapy with a caseload of clients,
* Maintain appropriate counselling records,
* Provide advice and support to parents,
* Provide statistical data as required,
* Attend case management and supervision sessions as required,
* Maintain training and continue with individual professional development,
* Participate in service development activities as agreed and in line with Trust plans,
* Liaise with partner organisations, agencies and colleagues as required,
* Assist in the evaluation of the Trust’s services,
* Comply with guidance, policies and procedures of the Trust,
* Maintain professional registration/accreditation,
* Fulfil professional supervision requirements,
* Attend service meetings as required,
* Contribute to own and counsellors’ continuing professional development.

**2. PERSON SPECIFICATION**

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| **TRAINING AND EXPERTISE** | **ESSENTIAL** |
| Relevant nationally recognised qualification to Diploma or above, or equivalent (e.g. counselling, art therapy, psychotherapy cognitive behavioural therapy) | ✓ |
| At least 2 years post-qualifying clinical experience or significant related experience. | ✓ |
| BACP accreditation, UKCP registration, BPS etc or eligible for same. | ✓ |
| Significant experience in line with National Safeguarding requirements. | ✓ |
| **EXPERIENCE** |  |
| Assessment for therapy including risk assessment. | ✓ |
| Use of clinical supervision appropriately. | ✓ |
| Working with children and young people in a therapeutic setting. | ✓ |
| **SKILLS** |  |
| A non-judgemental person-centred holistic approach to clients. | ✓ |
| Able to think clearly under pressure and to tolerate confusion. | ✓ |
| A calm and thoughtful approach to issue of clinical risk. | ✓ |
| Able to recognise and monitor own responses and not let then impinge on clients. | ✓ |
| Strong written and verbal communication skills including the ability to contribute to clinical discussion and planning. | ✓ |
| Administration, record keeping and IT skills. | ✓ |
| **BEHAVIORAL AND OTHER JOB-RELATED CHARACTERISTICS** |  |
| Commitment to a person-centred approach to services (which account for the impact of psycho-social/cultural issues). | ✓ |
| Willingness and ability to meet monitoring and evaluation requirements. | ✓ |
| Understanding of and commitment to equality, valuing diversity and anti-discriminatory practice. | ✓ |
| Identification and assessment of children, young people and vulnerable adults at risk. | ✓ |

**Notes:**

* This post is subject to an enhanced record check under the arrangements established by the Disclosure and Barring Service.
* The Trust reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.
* The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Trust’s Equal Opportunities Policy.
* Reasonable adjustments will be considered as required by the Equality Act 2010
* Ensure that beneficiaries and other young people are appropriately safeguarded and comply with the trust’s safeguarding procedures.