



PSYCHOLOGICAL SERVICES  
Empathy • Experience • Expertise

## PERSON SPECIFICATION

### Job Title: Counsellor / Psychotherapist

|                      |  |                      |                                      |
|----------------------|--|----------------------|--------------------------------------|
| <b>Post Details:</b> | Counsellor / Psychotherapist, CTC Psychological Services LLP | <b>Salary Scale:</b> | Negotiable dependent upon experience |
|----------------------|--|----------------------|--------------------------------------|

| CRITERIA                  | ESSENTIAL  | DESIRABLE   | METHOD OF ASSESSMENT  |
|---------------------------|--|---|---|
| Qualifications & Training | <ul style="list-style-type: none"> <li>• Counselling / Psychotherapy Qualification approved by the BACP or equivalent</li> <li>• Accredited with BACP or equivalent professional body</li> </ul>   | <ul style="list-style-type: none"> <li>• Post qualification training in one or more additional specialised areas related to counselling / psychotherapy and mental health</li> </ul>  | Certificates to be seen and recorded/discussed at interview |
| Experience                | <ul style="list-style-type: none"> <li>• Assessed experience of working as a qualified counsellor / psychotherapist with specialist post-qualification experience, understanding assessment and short-term and long-term interventions</li> <li>• Experience in providing specialist expertise in the field of counselling / psychotherapy</li> <li>• Experience of working with a variety of clients, including children, young people and families, presenting with a range of severity of mental health problems</li> <li>• Experience of exercising clinical responsibility for clients' emotional care and treatment including maintaining confidentiality</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of assessing clinical risk in the context of common mental health problems</li> <li>• Experience working as part of a multi-disciplinary team</li> <li>• Experience of managing an independent and specialist caseload</li> </ul> | Background References Interview                             |



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| <p>Job related Knowledge, Skills and Aptitudes</p> | <ul style="list-style-type: none"> <li>• Competency in working within a recognised theory</li> <li>• Ability to draw on evidence-base in choice of interventions</li> <li>• Skills in psychological assessment for counselling / psychotherapy, intervention and management, often requiring sustained and intense concentration</li> <li>• Ability to work independently, manage caseload, with freedom to act and decide on client care within professional discretion</li> <li>• Ability to contribute to service evaluation</li> <li>• Evidence of Continuing Professional Development as recommended by BACP</li> <li>• Ability to build constructive relationships with warmth and empathy, using good communication skills</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge of more than one model of intervention and the ability to choose and apply different interventions</li> <li>• Familiarity with mental health issues, Developmental Trauma and Attachment-related difficulties</li> <li>• Familiarity with issues around clinical governance</li> <li>• Experience of providing remote therapy via online platforms</li> </ul> | <p>References Interview</p> |
| <p>Personal</p>                                    | <ul style="list-style-type: none"> <li>• An interest in developing expertise and skills across a range of theoretical models and interventions</li> <li>• Ability to identify difficulties in clinical practice and to seek and use supervision constructively in the face of regular exposure to highly emotive material and challenging behaviours</li> <li>• To demonstrate emotional resilience and stability</li> <li>• Ability to establish and maintain working relationships under pressure</li> <li>• Offer flexibility in terms of time and attitude</li> </ul>  | <ul style="list-style-type: none"> <li>• Experience of personal therapy</li> </ul>   | <p>Interview</p>            |
| <p>Values</p>                                      | <ul style="list-style-type: none"> <li>• Commitment to safeguarding children, young people and adults at risk and to upholding safe working practices, working in a way that promotes the safety and wellbeing of children</li> <li>• Commitment to treating service users with respect and dignity at all times, adopting a culturally sensitive approach that considers the needs of the whole person</li> </ul>   |  | <p>Interview</p>            |



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| Other requirements | <ul style="list-style-type: none"><li>• Ability to travel to other locations to carry out work as required (Full UK driving licence &amp; access to car)</li><li>• Commitment to personal professional development</li><li>• Commitment to equality of opportunity and anti-discriminatory practice</li><li>• Strict adherence to security requirements re: Child Protection, Data Protection Regulations, Health &amp; Safety &amp; other relevant legislation, policies and procedures</li></ul> |  | References Interview |
|--------------------|--|--|----------------------|