**Person Specification**

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job.

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualification** | Level 5 Counselling qualification | Health and Social Care qualification Level 4  Graduate level qualification or equivalent in a relevant area  CYP-IAPT Qualification (such as EEBP, CWP) |
| **Experience** | Experience of working with children and young people with mental health or emotional distress  Experience of assessing the needs of children and young people  Experience of assessing and managing risk  Experience of working with children and young people on a one to one and/or group setting  Experience of delivering evidence-based interventions  Experience of record keeping  Experience of working with multi-disciplinary teams |  |
| **Skills & Competencies** | Able to develop good therapeutic relationships  Ability to needs assess and provide the appropriate intervention  Understanding of Safeguarding Policies and Procedures  Excellent verbal and written communication skills, including telephone skills  Ability to manage own caseload  Ability to use a data management system |  |
| **Knowledge** | Demonstrates an understanding of emotional wellbeing and mental health in children and young people, including the role of resilience  NICE guidelines for working with children and young people |  |
| **Other Requirements** | High level of enthusiasm and motivation.  Ability to work within a team and foster good working relationships  Ability to use clinical supervision and personal development positively and effectively  Ability to work under pressure  Regard for others and respect for individual rights of autonomy and confidentiality  An understanding of the need to balance confidentiality with safeguarding in an educational establishment. |  |

Candidates should take account of this Person Specification in their letter of application.

The interview panel will thoroughly explore issues relating to safeguarding and promoting the welfare of children.

Additionally, for short-listed candidates, any relevant issues relating to employment breaks or reference queries will be taken up at interview.