

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	<p>Experience of working with children and young people with mental health or emotional distress</p> <p>Experience of assessing the needs of children and young people</p> <p>Experience of assessing and managing risk</p> <p>Experience of working with children and young people on a one to one and/or group setting</p> <p>Experience of delivering evidence-based interventions</p> <p>Experience of record keeping</p> <p>Experience of working with multi-disciplinary teams</p>	
Skills & Competencies	<p>Able to develop good therapeutic relationships</p> <p>Ability to needs assess and provide the appropriate intervention</p> <p>Understanding of Safeguarding Policies and Procedures</p> <p>Excellent verbal and written communication skills, including telephone skills</p> <p>Ability to manage own caseload</p> <p>Ability to use a data management system</p>	

Knowledge	<p>Demonstrates an understanding of emotional wellbeing and mental health in children and young people, including the role of resilience</p> <p>NICE guidelines for working with children and young people</p>	
Other Requirements	<p>High level of enthusiasm and motivation.</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to use clinical supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>An understanding of the need to balance confidentiality with safeguarding in an educational establishment.</p>	

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.