

Person specification

Job title: IAPT Counsellor	Department: Counselling Service
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	Essential	Desirable
Qualifications	<p>Professional counselling qualification to Diploma level.</p> <p>Accreditation with BACP or equivalent</p>	<p>Group facilitation qualification.</p> <p>IAPT High Intensity Therapy Qualification</p>
Work experience	<p>A minimum of 2 years post qualification client work.</p> <p>Experience of working in primary care services.</p> <p>Delivering assessments across a range of client needs.</p> <p>Managing own caseload and time.</p>	<p>Delivering self-help /psychoeducational support to individuals & groups.</p> <p>Referring clients to a range of internal and external services.</p> <p>Monitoring and evaluating services.</p> <p>Working with women from BAMER communities.</p> <p>Experience of working in IAPT compliant services.</p> <p>Working with IAPT minimum data set in a positive and effective way.</p>
Knowledge	<p>Good working understanding of current BACP ethical framework and guidelines.</p> <p>An understanding of evidence based psychological therapies and their application to anxiety and depression.</p> <p>An understanding of clients with complex needs, and best practice in a range of appropriate therapeutic treatments.</p> <p>Data protection, lawful and ethical practice.</p> <p>National safeguarding priorities and requirements.</p> <p>Working knowledge of women's issues and health inequalities.</p>	<p>Other health, social and mental health services, both statutory and voluntary sector, within Wakefield district.</p> <p>Local safeguarding protocols.</p>

Special skills	<p>Ability to develop good therapeutic relationships with clients.</p> <p>Ability to work as part of a multi-disciplinary team and foster good working relationships.</p> <p>Ability to establish and maintain good personal and professional boundaries.</p> <p>Excellent verbal and written communication skills, including telephone skills.</p> <p>Computer literacy and general office and administration skills.</p> <p>Ability to work flexibly and using own initiative.</p>	Ability to deal with conflict and find appropriate resolutions.
Personal attributes	<p>High level of enthusiasm and motivation.</p> <p>Ability to use clinical supervision and personal development positively and effectively.</p> <p>Ability to work well under pressure.</p> <p>Ability to manage time and competing demands, good organisational skills.</p> <p>Willingness to reflect on own practice.</p>	
Attitudes	<p>Understanding of importance of working within women only environment & a commitment to WWC philosophy.</p> <p>Commitment to working within WWC policies and procedures and their application.</p> <p>Commitment to pursuing own professional development.</p> <p>Commitment to taking part in yearly appraisal.</p> <p>Understanding of and commitment to Equal Opportunities.</p>	
Other	<p>Ability to work in community and central settings and travel between them.</p> <p>Friday working required</p>	Fluent in languages other than English.