**Senior Counsellor**

**Person Specification**

**Key:** ‘E’ = essential; ‘D’ = desirable

**Qualifications**

1. A Qualification in Counselling or Psychotherapy at Diploma level or above (E)
2. Either: 3 years’ experience of providing clinical supervision OR a supervision qualification and 1 year’s post-qualifying experience of providing clinical supervision (E)
3. BACP/UKCP accredited individual or belongs to other Counselling/ Psychotherapy accredited organisation that is registered with the professional standard authority (D)

**Experience**

1. Minimum of 3 years’ post-qualifying counselling practice (E)
2. Substantial experience of assessing clients’ suitability for counselling and wellbeing programmes (E)
3. Experience of managing clinical risk (E)
4. Experience of line management (D)
5. Experience of offering clinical supervision in a group and/or individually (E)
6. Experience of co-ordinating or overseeing a service including safeguarding/clinical lead (E)
7. Experience of managing a range of counselling contracts including short- and long-term (E)
8. Experience of monitoring and evaluating a service(s) (E)
9. Experience of working with interpreters (D)
10. Experience of working with women engaged with the Criminal Justice System (D)
11. Experience of running therapeutic groups (D)
12. Experience of working within specialist women’s sexual violence or violence against women and girls services on a paid or unpaid basis (D)
13. Experience of contributing to the development of a new service (D)

**Knowledge**

1. Understanding of and commitment to equality, diversity and anti-discriminatory practice (E)
2. Knowledge and understanding of additional barriers that women and girls from under-represented groups might face, including Black and Minority Ethnic (BME) and disabled women and girls (E)
3. Knowledge and understanding of the impact of different kinds of sexual violence and abuse (E)
4. Understanding of the new GDPR guidelines (E)

**Skills & Attributes**

1. Excellent communications and interpersonal skills (E)
2. Ability to manage own caseload (E)
3. Ability to manage a team of counsellors effectively (E)
4. Ability to maintain clear boundaries and confidential working practices (E)
5. Enthusiasm for working effectively as part of a diverse team, including volunteers and paid workers (E)
6. Excellent organisational skills (E)
7. Proficiency in use of Information & Communications Technology (ICT) (E)
8. Commitment to the vision, mission, aims and values of SARSVL (E)
9. Commitment to a feminist understanding of sexual violence (E)
10. Willingness to undertake occasional travel in order to deliver this work (E)
11. Willingness to take up relevant training and development opportunities (E)
12. Ability to understand and work within budgets (D)