

PERSON SPECIFICATION
Counsellor/Mental Health Advisor
Vacancy Ref: A891

Criteria	Essential/ Desirable	Application Form/ Supporting Statements/ Interview *
<p>Educated to degree level (or equivalent) with a relevant professional qualification in the field of mental health, for example:</p> <ul style="list-style-type: none"> ➤ RMHN nursing degree or equivalent ➤ Minimum of a PG Diploma in Counselling/Psychotherapy ➤ Diploma Mental Health Social Work ➤ HIT. IAPT ➤ Clinical psychology doctorate <p>Must also be accredited/approved in their field e.g. valid NMC PIN Number; accredited member BACP and/or UKCP; GSCC approved.</p>	Essential	Application Form/Supporting Statements
Evidence of continuous professional development / clinical supervision to at least professional body minimum requirements.	Essential	Supporting Statements/ Interview
Relevant post qualification experience working with adults experiencing mental health difficulties including assessment of clients with complex needs, risk assessment and high risk/crisis management.	Essential	Supporting Statements/ Interview
Ability to work as part of a multi-disciplinary team, demonstrating appropriate communication and advanced interpersonal skills, including communication of assessment outcome verbally and using IT skills.	Essential	Supporting Statements/ Interview
Excellent time management and caseload management skills and experience of prioritising competing demands with minimum support.	Essential	Supporting Statements/ Interview
Knowledge of current mental health legislation/policy/best practice including the stepped care model and experience of applying legislation to policy, procedure and report writing within a job role.	Essential	Supporting Statements/ Interview
Ability to establish relationships with people from both clinical and non-clinical backgrounds and communicate effectively showing good understanding of diversity and inclusion issues relating to mental health.	Essential	Supporting Statements/Interview

Emotional resilience to work calmly under pressure, containing anxiety in self and others. Must have the ability to recognise own limitations and seek additional support where necessary.	Essential	Interview
Additional qualification in teaching/supervision (e.g. ENB 998, NST 307) or additional psychotherapy qualification at Post Graduate level or additional clinical training or qualification to at least certificate level appropriate in offering short term interventions (e.g. cognitive behavioural therapy, solution focused therapy, mindfulness) or additional training/qualification appropriate in offering supervision.	Desirable	Application Form

*

- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by competency based interview questions, tests or presentation etc.