**Person Specification Clinical Lead**

**ESSENTIAL**

**Experience**

* Experience in co-ordinating or managing a counselling project – either within the voluntary sector or the NHS
* Experience of recruiting and supporting trainee counsellors – including induction and providing day to day support within a counselling service or similar therapeutic setting
* Experience of providing clinical supervision – individual/group – desirable
* Experience of measuring clinical outcomes
* Experience of own personal therapy
* Experience of working with trainees on clinical placement
* Experience of assessing clients
* Experience of writing assessment reports and presenting a provisional formulation for the work to be undertaken with a client
* The ability to liaise and negotiate with professional stakeholders and represent W&H at external meetings e.g. NHS/Colleges
* A minimum of three years’ post-qualification experience of undertaking weekly counselling/psychotherapy with clients

**Skills**

* A high level of communication skills both verbally and in writing with people of many different backgrounds including from all sections of the local and professional community and within a wide range of settings.
* Ability to problem solve and resolve any fledgling conflicts which may arise
* Strong interpersonal skills, tact and diplomacy when dealing with staff, counsellors and external stakeholders
* Ability to prioritise and work independently / flexibly to meet tight deadlines
* Politically astute with excellent negotiating skills
* Computer/IT literate and proficient in the use of Microsoft Office. Willingness to learn new IT skills and programmes
* Extensive knowledge of therapeutic theory, practice and interventions and in-depth understanding of unconscious processes in the context of counselling/psychotherapy
* Organisational skills including ability to work effectively on own initiative and with colleagues, iCope, and partnership organisations
* Ability to plan and undertake therapeutic work within an organisational context
* A professional and empathetic outlook, able to be supportive while being clear on boundaries

**Knowledge**

* Diploma/MA/MSc in Counselling/Psychotherapy
* A qualification in providing clinical supervision to counsellors (at certificate level).
* Working knowledge of Health & Safety guidelines, relating to Safeguarding, First Aid, DBS checks.
* Completion of IAPT approved training courses or willingness to take up one or more such training courses; NICE recommended Person-Centred Experiential Counselling for Depression, Counselling for Depression Supervision Training
* Accreditation with BACP and/or registration with UKCP/BPC/BPS

**Disposition**

* Good team worker who is also an excellent self-starter
* Able to get on well with a wide variety of people, including clients, clinicians and admin staff
* Respectful to people from all walks of life, their needs and their right to our utmost confidentiality
* A non-judgemental approach towards practical, collaborative team development and problem solving
* Good sense of humour.
* Ability to remain calm when working under pressure.
* Commitment to diversity policy and practice.
* Keen interest in integrated, client centred, holistic health care.
* Ability to work flexible hours.
* Commitment to improving women's health and empowerment.
* Flexibility, stamina and a willingness to work and learn across organisational boundaries and agencies including GP surgeries, voluntary and statutory organisations
* Ability of caring for own physical and mental well-being and seeking support from the Service Manager when required

**DESIRABLE**

* Basic understanding of holistic health approaches and the most popular Complementary Therapies – their benefits and limitations
* Experience of working in a women-only environment.
* Experience of working in an inner-city.
* Knowledge of community health issues and local level health politics.
* Management experience/iInterest in acquiring management experience
* Basic knowledge of financial management, budgets and invoice procedures.

7th May 2020 Gemma Tighe