

## CHILDREN AND YOUNG PEOPLE COUNSELLOR

### Job Description and Person Specification

<b>JOB DESCRIPTION</b>	
<b>AVENUE:</b>	<p>Avenue is a charity, based in the North East of Scotland, that provides a range of services to families, children and individuals. We help families and individuals to overcome obstacles to wellbeing and find ways forward through the challenges that life can bring.</p>
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>• Effectiveness</li> <li>• Integrity</li> <li>• Respect</li> <li>• Credibility</li> <li>• Innovation</li> <li>• Independence</li> </ul>
<b>AIMS:</b>	<p>To work with children and young people aged 10 to 18 years to help them gain an insight and understanding of their experiences, increase emotional resilience and develop effective coping strategies.</p> <p>To deliver counselling to children and young people, who require support to cope with a broad range of difficult and complex experiences.</p> <p>To support Avenue to deliver a high standard of therapeutic services that meet the needs of the people who use our services.</p> <p>To ensure that Avenue's practice reflects the rights-respecting and person-centred values to which we aspire.</p>
<b>MAIN DUTIES:</b>	<ul style="list-style-type: none"> <li>• To provide an individual therapeutic service to children and young people aged 10 to 18 years.</li> <li>• To assess the needs of individual children and young people including their suitability for counselling.</li> </ul>

- To develop person-centred, rights-respecting responses to needs assessments that employ a range of techniques in order to support children and young people.
- To maintain accurate and up-to-date case notes on the database in a timely manner according to the standards laid out by Avenue.
- To manage a wide and varied caseload, prioritising appropriately and responding to service user need.
- To build positive working relationships with colleagues within Avenue, and in partner agencies and organisations.
- To work with colleagues in the therapeutic services team to support learning and develop provision through the sharing of best practice.
- To review therapeutic interventions on a regular basis.
- To evidence Professional Body membership, supervision and continuing professional development to meet all required standards, including Relationships Scotland.
- To work as an integral part of the Avenue therapeutic team.
- To liaise with external agencies and organisations as required.
- To ensure compliance with Avenue's processes, policies and procedures, in particular Data Protection, Confidentiality, Safeguarding and Child Protection, Equality and Diversity, and Professional Boundaries.
- To undertake any other reasonable duties, as requested by your line manager.

<b>PERSON SPECIFICATION</b>	
<b>REQUIRED KNOWLEDGE, EXPERIENCE AND SKILLS</b>	<b>ESSENTIAL / DESIRABLE</b>
Hold a recognised Diploma in Counselling Children and Young People, which has included clinical practice <u>or</u> Hold a recognised Diploma in Counselling, which included clinical practice and hold an additional (Level 9 or equivalent) qualification in counselling Children and Young People.	E
BACP / COSCA registered member (or member of appropriate professional body)	E
Minimum 2 years' experience of counselling	E
Ability to establish and maintain effective relationships both internally and externally	E
Strong communication skills, both written and verbal	E
Knowledge of Children's Rights and GIRFEC	E
Understanding of child development	E
Supportive and non-judgemental	E
Proactive, motivated and open to change	E
Understanding and experience of safeguarding, child protection and vulnerable adult protection	E
High standard of IT literacy, including ability to use Office 365	E

Evidence of continuing professional development	E
Experience of ability to manage a varied caseload, and meeting deadlines whilst working under pressure	E
Knowledge of 'The Promise'	D
Experience of providing support to parents / carers	D
Experience of work with children and young people with a range of additional needs (ADHD, Autism etc)	D
Have understanding of the third sector and a desire to make a difference	D