

Counsellor/Psychotherapist

Person Specification

SECTION 1: The essential criteria in this section will be measured at shortlisting and may also be further explored during the interview/selection stage. You should therefore make it clear on your application form whether or not you meet the essential criteria. Failure to do so may result in you not being shortlisted. The Selection Panel **reserves the right to utilise one or more of the Desirable Criteria in addition to the Essential Criteria for shortlisting and at interview.** The stage in the process when the criteria will be measured is stated below. **A = Application. I= Interview**

Factor	Essential Criteria	Desirable Criteria
Qualifications/ Membership of Professional Body	<ul style="list-style-type: none"> • Diploma/Advanced Diploma, Post Graduate Diploma or Foundation Degree or equivalent in counselling/psychotherapy from an orientation which is capable of supporting depth work as the practice requires (A) • Accredited member of a counselling/psychotherapy organisation, (e.g., BACP, BABCP, IACP or equivalent), or be actively engaged in the accreditation process, with the expectation that this process be completed within twelve months of taking up the post (A) • Commitment to maintaining accreditation status for the duration of employment at the Tara Centre (A&I) • On-going supervision arrangements in place in accordance with BACP, BABCP, IACP or equivalent Code of Ethics (A&I) 	<ul style="list-style-type: none"> • Degree with content relevant to the practice of counselling/psychotherapy (A) • Qualification in family therapy (A) • Qualification in telephone and online counselling (A)
Experience	<ul style="list-style-type: none"> • Experience of maintaining a regular caseload of five counselling/psychotherapy sessions per day (A&I) • Supervised experience as a counsellor/psychotherapist in a variety of psychotherapeutic/counselling situations at one-to-one level (A&I) 	<ul style="list-style-type: none"> • Experience of having delivered a minimum of 1,000 hours of individual counselling/psychotherapy sessions, preferably in a counselling/psychotherapy organisation/agency, post accreditation (A&I) • Experience of providing family therapy (A&I)

		<ul style="list-style-type: none"> • Experience of delivering telephone and online counselling (A&I)
Factor	Essential Criteria	Desirable Criteria
Other	<ul style="list-style-type: none"> • Flexibility – available as necessary after 5.30pm on at least one regular working day (A&I) 	
SECTION TWO	The essential criteria in this section will be assessed at interview	
Knowledge and understanding	<ul style="list-style-type: none"> • Knowledge of counselling/psychotherapeutic approaches and issues • Knowledge of BACP, BABCP, IACP or equivalent Code of Ethics • Knowledge and understanding of the Tara Centre objectives, ethos and values 	
Skills	<ul style="list-style-type: none"> • Excellent communication skills • Use of Microsoft Office packages e.g. MS Word, Outlook • Ability to hold and manage a regular caseload • Ability to work with a range of presenting client issues including complex needs • Ability to assess and respond to any risk or safeguarding issues that may arise in accordance with Tara Centre policies • Ability to engage in reflective practice and self-evaluation 	
Personal characteristics	<ul style="list-style-type: none"> • Commitment to procuring professional therapeutic support in dealing with such personal issues as may significantly impact the counselling/psychotherapy process; • Commitment to continuous professional development 	

All applications for employment are considered strictly on the basis of merit.