

CRCC Counselling Person Specification

Female* Sessional Counsellor

Essential:

- To have completed a recognised Counselling Diploma and to be a member of the BACP or equivalent.
- To have at least 450 hours post-qualifying experience.
- To have experience of working in the field of sexual violence, and an understanding of the complex issues involved.
- A demonstrable commitment to CRCC's ethos.
- A proven commitment to equal opportunities.
- A strong and demonstrable commitment to supporting people who have experienced child sex abuse, child sexual exploitation, rape and sexual violence, and a clear understanding of the particular difficulties facing them.
- A thorough understanding of safeguarding and confidentiality.
- Experience of working in a team; comfortable working in an all-female environment.
- Excellent spoken and written English.
- An ability to work creatively.
- To be reliable and flexible in your attitude to this work.
- An awareness of your own strengths and limitations, and an understanding of the need for an ongoing process of self-awareness.
- To thrive in an environment of continuous improvement.
- Commitment to and enthusiasm for ongoing training and development.
- The competence to be administratively self-sufficient, and ability to use a range of Information Technology.
- Use of own vehicle.

Desirable:

- Qualification or training in counselling via phone or video call.
- Capacity for evening and/or weekend appointments.
- Qualification or training in counselling with relation to children/young people.
- Qualification or training in counselling with relation to sexual violence, dissociative identity disorders, self-harm, suicidal thoughts.
- Experience of working in the voluntary sector especially in the field of violence against women, sexual violence, mental health, or with a vulnerable client group.



CRCC Counselling Job description

Female* Sessional Counsellor

I. COUNSELLORS:

- The Counsellor is to provide counselling in an atmosphere of respect, honesty and confidentiality, and to work within the aims, objectives and ethos of CRCC.
- The Counsellor will carry a caseload of up to three clients initially, and will work professionally and appropriately with those clients. Children and/or young people will be between the ages of 5 and 18. Both the number and age range of clients allocated will be negotiated with the Counselling Services Manager.
- The Counsellor will abide by CRCC's Confidentiality Policy.
- The Counsellor will work to the standards set by CRCC's Policies and Procedures, including child protection procedures, and the BACP Code of Ethics and Practice.
- The Counsellor will keep up to date with relevant legislation, policy and practice issues.
- The Counsellor will travel to appropriate community buildings in Cambridgeshire, and will ensure the counselling room is left clean and tidy after sessions.
- The Counsellor will carry out an initial assessment with clients.
- If a Counsellor is unavoidably unable to attend a counselling session, 24 hours' notice should be given to the Counselling Services Manager and the client should be informed.
- The Counsellor will be responsible for her own Supervision and will attend this regularly.
- The Counsellor will undertake ongoing personal and professional development.
- The Counsellor will complete all applicable paperwork according to CRCC's policies and procedures.
- The Counsellor will attend regular team meetings.
- The Counsellor will be administratively self-sufficient.
- The Counsellor is engaged on a self-employed basis and is responsible for her own tax and NI payments.

II. CRCC

- CRCC will endeavour to provide the Counsellor with appropriate clients.
- CRCC will provide a safe and adequate space to work with clients.
- CRCC will provide additional training for counsellors when funding allows.

III. CLIENTS

- Clients are offered counselling for up to 15 sessions.
- Every week, clients are offered a one-to-one fifty-minute session in the same location (ideally), at the same time (ideally), and with the same Counsellor.

