

Recruitment person specification

Post being recruited for: Supervising School Counsellor

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Experience of delivering Counselling. Experience of collaboratively working with others. Communicating clearly with others to identify and implement supports. Experience of delivering counselling to 10 to 18 year olds. Experience of delivering counselling in an educational setting.	Supporting GIRFEC child planning processes. Experience of listening to the views of children and young people and using them to shape practice.
Knowledge, skills and understanding	Ability to respond appropriately to ethical dilemmas, such as risk situations and disclosures, in liaison with the Team Manager. Understanding of health and safety requirements and child protection requirements. Clear understanding of the national GIRFEC framework and how it is implemented locally in Edinburgh. Clear written communication. Well-developed ICT (Information and Communications Technology) skills.	Knowledge of the policy and legislative framework relevant to children and young people.
Qualifications and training	Holder of a recognised diploma in counselling. Qualification in counselling supervision.	Qualification in counselling Children and Young People.
Job specific requirements	Have practiced as a counselling supervisor for at least 2 years Experience of supervising counsellors from a range of modalities. PVG Registered with an appropriate governing body such as BACP or COSCA.	Accredited or working towards accreditation