**Candidate Specification**

**North West Police Benevolent Fund**

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| **Post Title:** | **Counsellor** |
| **Salary** | £19.38 per hour |
| **Location:**  | St Michaels, Lodge, Langho. BB6 8BG. (may be asked to work one day from a satellite site in Merseyside or Greater Manchester) |
| **Responsible to:** | Health and Wellbeing Director |
| **Job Purpose:**  | To provide counselling to Police Officers and support the Health and Wellbeing Director in the development and delivery of a proactive and reactive psychological service. To provide one to one counselling face to face, online or telephone. |
| **Key Responsibilities:**(This is not an exhaustive list, but illustrative of the general nature and level of responsibility of the work to be undertaken) | Work with the Health and Wellbeing Director to ensure the provision of a proactive and reactive psychological service to all its members and support improvements in their mental wellbeing. |
|  | To provide psychological support to members. |
|  | Report any safeguarding or clinical risk concerns to the Health and Wellbeing Director.  |
|  | To autonomously manage a complex and demanding caseload. |
|  | To engage and be available for peer supervision and be able to work as an effective member of a team. |
|  | To deliver presentations on various Wellbeing initiatives at St Michaels Lodge, ensuring the promotion of good psychological practice. |
|  | To carry out any other duties which are consistent with the nature and responsibilities of the post. |
|  | To maintain registration with the BACP and always abide by the BACP ethical framework for the counselling professions. |

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| **Qualifications** |  |
| **Essential** | **Desirable** |
|  Accredited Counsellor with a Professional Body (BACP, BABCP or UKCP) or be eligible for Accreditation and be working towards this within the next 2 years. | Level 7 (postgraduate) accredited qualification in counselling/psychotherapy |
| **Knowledge/Experience** |  |
| Minimum of 1 year post qualification counselling experience. To be able to demonstrate a minimum of 100 hours post qualification supervised counselling. | Understanding of different counselling approaches and their applicability. |
| Ability to demonstrate evidence of continued professional development (CPD). |  |
| Experience of dealing with people in difficult, sometimes confrontational circumstances. |  |
| Experience of delivering counselling remotely (online and telephone). |  |
| Ability to demonstrate trauma informed and focused approach of working with adults. | Experience of working within the Emergency Services. |
| Experience of producing accurate written information and ability to produce and maintain accurate client records. |  |
| Experience of using Microsoft Software Applications. |  |
| Experience of working within a team. | Worked and have an understanding of working in an organisational environment |
| Demonstrate self-motivation and willingness to develop self within the role. |  |

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| **Other** |  |
| An acceptable level of sickness |  |
| A flexible approach to working hours |  |
| The willingness to travel |  |