

THE LINK CIC PERSON SPECIFICATION

This outlines the main criteria for the post and shortlisting will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using the skills knowledge and experience gained.

| Criteria | E - Essential D - Desirable | <u>Measured By</u> A - Application I - Interview |
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| <u>Qualifications</u> | D | A |
| <ul style="list-style-type: none"> • Holds a recognised qualification in Counselling or Psychological Therapy | D | A |
| <ul style="list-style-type: none"> • Holds a Psychology or other Health/social care/youth related undergraduate degree | E | A |
| <ul style="list-style-type: none"> • Holds a recognised membership of a relevant professional body (i.e. HCPC/BACP/BABCP/BAAT/UKCP/BPS) | D | A |
| <ul style="list-style-type: none"> • Is accredited with a relevant professional body (i.e. HCPC/BACP/BABCP/BAAT/UKCP/BPS) | D | A |
| <u>Experience</u> | D | A/I |
| <ul style="list-style-type: none"> • Post qualification experience as a practicing counsellor/psychological therapist | D | A/I |
| <ul style="list-style-type: none"> • Experience of working with children and young people | E | A/I |
| <ul style="list-style-type: none"> • Demonstrates an understanding of CYP IAPT | E | A/I |

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| <ul style="list-style-type: none"> • Demonstrates an understanding of The Link service, including referral pathways and criteria for access | D | A/I |
| <ul style="list-style-type: none"> • Experience of working within a children's mental health service | D | A/I |
| <ul style="list-style-type: none"> • Experience of working within educational establishments | D | A/I |
| <p><u>Therapeutic Practice</u></p> <ul style="list-style-type: none"> • Demonstrates an understanding and ability to work with high-intensity CBT approaches and willing to support the implementation of The Link model and integrate within practice. | E | A/I |
| <ul style="list-style-type: none"> • Demonstrates an understanding of assessment and risk | E | A/I |
| <ul style="list-style-type: none"> • Shows a willingness to work flexibly to meet the needs of both service, children, young people and families and university requirements | E | I |
| <ul style="list-style-type: none"> • Ability to work with an agreed caseload and manage agreed targets and performance measures | E | A/I |
| <ul style="list-style-type: none"> • Demonstrates an understanding of children's mental health | E | I |
| <p><u>Clinical Supervision and Case Management</u></p> <ul style="list-style-type: none"> • Demonstrates a willingness to undertake clinical supervision and case management | E | I |
| <ul style="list-style-type: none"> • Shows responsibility for continuous professional development | E | A/I |
| <p><u>Child Protection and Safeguarding</u></p> <ul style="list-style-type: none"> • A clear understanding of LSCB policies and procedures and commitment to the safeguarding of children and young people | E | I |

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| <p><u>Case Management and Line Management</u></p> <ul style="list-style-type: none"> • Under supervision demonstrates a willingness to challenge assumptions and practice and with guidance can provide alternative and creative solutions. | E | A/I |
| <ul style="list-style-type: none"> • Demonstrates commitment to deliver high quality services. | E | A/I |
| <p><u>Partnership Working</u></p> <ul style="list-style-type: none"> • Demonstrates an ability to effectively build and manage relationships with referrers both within schools and community | E | I |
| <ul style="list-style-type: none"> • Strong working relationships with school leadership teams to support and maintain contracts | E | I |
| <ul style="list-style-type: none"> • Demonstrates a consistently positive attitude to working within The Link | E | A/I |
| <ul style="list-style-type: none"> • Demonstrates a willingness to work collaboratively with children, young people and families | E | A/I |
| <ul style="list-style-type: none"> • Has the willingness to work under supervision to develop good therapeutic relationships with children, young people and families. | E | I |
| <p><u>Personal Qualities</u></p> <ul style="list-style-type: none"> • Ability to work within a dynamic and developing service | E | I |
| <ul style="list-style-type: none"> • Demonstration of self-motivation and motivation of others | E | I |
| <ul style="list-style-type: none"> • Ability to work confidently and competently under pressure | E | I |
| <p><u>Communication</u></p> <ul style="list-style-type: none"> • Effective communication skills, both verbal and written and the ability to understand and | E | A/I |

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| respond to requirements of different audiences | | |
| <ul style="list-style-type: none"> • Shares information, skills and practice when required | E | A/I |
| <ul style="list-style-type: none"> • Excellent case recording, report writing and case presentation skills | E | A/I |
| <u>IT</u> | | |
| <ul style="list-style-type: none"> • Demonstrates competency in using The Google suite and Microsoft Office | E | A |
| <ul style="list-style-type: none"> • Experience in using database systems to record sessions and notes | E | A |