

Counsellor Person Specification

Please note: This position carries an Occupational Requirement (OR) on the grounds of religion and belief in keeping with current guidance. The post holder must be able to demonstrate a Christian belief and value system, in line with Mercy UK's Statement of Faith, core objectives and values.

<i>Competence</i>	<i>Essential</i>	<i>Desirable</i>
<i>Beliefs</i>	<p>Aligned with the Christian belief and Statement of Faith of Mercy UK</p> <p>Active outworking of personal faith</p> <p>Willingness to educate, equip, and empower others in their personal commitment to the Christian Faith</p> <p>Willingness to pray with and for team members, supporters and residents and be an active participant in staff prayer meetings.</p>	<p>Confidence in the knowledge and communication of key discipleship principles</p>
<i>Qualifications, Education, Training</i>	<p>Educated to at least diploma level 5 (or equivalent) as a therapeutic professional in any related field of counselling, psychotherapy, psychology, social sciences or pastoral care</p> <p>Membership of, or working towards accreditation with, respective professional body such as ACC / BABCP / BACP / BPS / UKCP etc.</p> <p>Evidence of, and commitment to, continuing professional development.</p>	<p>Training or vocational experience in eating disorders, self - harm, addictions or other 'life – controlling' issues</p> <p>Good knowledge and understanding of a range of therapeutic and prayer ministry models</p> <p>Good understanding of the issues surrounding mental ill-health, complex trauma and the impacts of childhood adversity on adulthood</p> <p>Mental Health First Aid</p> <p>Safeguarding Adults at Risk of Harm</p> <p>Good knowledge and understanding of the current issues and good practise guidelines and legislation related to trauma-informed and responsive practice, confidentiality and GDPR</p>
<i>Experience</i>	<p>Experience of working with female service users</p>	<p>Training or experience in prayer ministry models</p> <p>Experience of delivering services through multiple methods e.g. face to face, video calling etc.</p> <p>A minimum of 2 years practice experience in counselling / psychotherapy or pastoral ministry</p> <p>Experience of working in a residential setting</p>

<p><i>Skills and Competencies</i></p>	<p>Excellent interpersonal skills and ability to maintain healthy rapport with clients and colleagues</p> <p>Excellent use of internet, Microsoft Office applications and email</p> <p>Excellent administration and organisation skills, keeping records to a high standard and meeting targets within agreed timeframes</p> <p>Excellent written and verbal communication skills – able to organise ideas, issues and thought processes with clarity to an individual or a group</p> <p>Demonstrates listening and observation skills</p>	<p>Demonstrates conflict management and resolution skills, confidently managing challenging situations</p> <p>Demonstrates an ability to work with initiative</p> <p>Demonstrates an ability to make sound ethical decisions within an overall framework of team policies and procedures.</p>
<p><i>Personal Attributes/ Attitude</i></p>	<p>Passion for God, passion for people and a passion for excellence</p> <p>*Please also refer to ‘Core Qualities of a Mercy Employee’ in our Recruitment Pack</p> <p>Committed to providing a high standard of work and continuous improvement</p> <p>Committed to flexibility and in accordance with service demands.</p> <p>Able to work collaboratively and sustain effective working relationships</p>	<p>Shows emotional self-awareness and an understanding of, and value for, the diversity of people and personality types.</p>
<p><i>Other</i></p>	<p>Willingness to promote Mercy UK, attend events, conferences and exhibitions on behalf of Mercy UK which will include ministering to people in need, attending church worship and teaching</p>	<p>Valid Driving License for a minimum of 2 years</p>