

**PERSON SPECIFICATION:
Mental Health Practitioner (Counselling and Therapy)**



Note to applicants: The ideal post holder should meet all the essential requirements detailed below. Consideration will be given to desirable requirements if there are more than 6 candidates who meet all the essential requirements. With reference to the requirements under **item 4** where it is referenced 'application' it is sufficient to **indicate agreement** to commit to the identified professional areas.

SELECTION CRITERIA	METHOD OF ASSESSMENT	ESSENTIAL	DESIRABLE
1. Training, Qualifications & Experience			
The successful candidate will have:			
a. A relevant professional qualification in counselling or psychotherapy at Graduate Level or the equivalent.	✓ Application	x	
b. A minimum of 2 years experience in providing effective and empowering individual counselling / therapy to young people (11 - 25 year olds) experiencing difficulties with their emotional wellbeing and mental health.	✓ Application ✓ Interview	x	
c. Experience of providing effective short term (such as Brief Solution Focused Therapy) and long term psychotherapy/counselling.	✓ Application ✓ Interview	x	
d. Relevant training in Cognitive Behavioural Therapy and experience of providing it to young people with a range of mental health difficulties.	✓ Application ✓ Interview		x
e. Experience of assessing the mental health needs of young people from diverse backgrounds.	✓ Application ✓ Interview	x	
f. Experience of working with young people with mental health issues in a group setting, and an ability to deal with difficult and challenging group dynamics.	✓ Application ✓ Interview	x	
g. Experience of assessing and working therapeutically with young people who self-harm and experience suicidal feelings.	✓ Application	x	
h. Experience of delivering individual therapeutic support to young people in the context of an online service.	✓ Application ✓ Interview		x
2. Knowledge			
The successful candidate will be able to demonstrate knowledge and understanding of:			
a. The mental health needs of young people including an awareness of issues of diversity, the social context of their lives and of the different ways they may express stress.	✓ Application ✓ Interview	x	
b. Proficient ICT skills including use of Office applications.	✓ Application	x	
3. Skills & Abilities			
The successful candidate will be able to:			
a. Engaging young people individually in psychotherapy/counselling using creative and imaginative methods, models and processes.	✓ Application ✓ Interview	x	
b. Liaise and network with a range of agencies including	✓ Application		

statutory and voluntary sector organisations.	✓ Interview	x	
c. Work in a way that engages and demonstrates consistent commitment to issues of equality and diversity.	✓ Application ✓ Interview	x	
d. Develop and deliver external training for a variety of audiences.	✓ Application		x
e. Effective and positive communicator, both in person and in writing.	✓ Application ✓ Interview	x	
f. Plan, organise and prioritise own workload and manage time effectively.	✓ Application ✓ Interview.	x	
4. Professional Commitment			
The successful candidate should be able to demonstrate commitment to:			
a. Ensuring that issue of equality and a respect for diversity is reflected in all aspects of work.	✓ Application ✓ Interview	x	
b. Work at locations across Greater Manchester and work up to 2 evenings per week and occasional weekends.	✓ Application	x	
c. Continued professional development through undertaking training and participating in other learning opportunities	✓ Application	x	
d. Recognition of the need to be accountable for work through supervision, performance management and other relevant processes.	✓ Application ✓ Interview	x	
e. Work as part of a team, contributing to 42 nd Street's effectiveness, quality of services, skills and expertise.	✓ Application ✓ Interview	x	