

Addictions Support & Counselling (ASC) – Forth Valley

Person Specification for Counsellor

Competence	Essential	Desirable
Qualifications		
1. Recognised professional qualification or training award in counselling or the delivery of psychological therapies to a minimum SVQ level 4 or equivalent	X	
2. Recognised professional qualification or training award in social care or health care or community work or addictions to a minimum SVQ level 4 or equivalent		X
3. Recognised professional qualification or training award in CBT	X	
4. Commitment to the SSSC Code of Practice for Employees	X	
Skills, abilities and experiences		
1. An understanding and experience of working with women affected by addictions, or mental health or gender based violence or trauma	X	
2. Ability to conduct comprehensive assessments of people affected by addictions and related mental health issues, and to construct appropriate care/recovery plans	X	
3. Understanding of and familiarity with CBT interventions	X	
4. Understanding of and familiarity with the application of recovery principles as it applies to delivering services and supporting individuals.	X	
5. Experience of and familiarity with delivering psychologically-informed support in a group format.		X
6. Ability to record and demonstrate successful outcomes in work	X	
7. Demonstrate sufficient organisational skills and ability to manage a case load	X	

8. Ability to work flexibly and creatively in motivating individuals to engage with the service.	X	
9. High level of verbal and written communication skills	X	
10. Basic IT skills for case work recording and monitoring and evaluation of own work.	X	
11. Ability to communicate effectively with key stakeholders and partners (including service users, referring agents, health care and social care practitioners, carers, volunteers and people in recovery).	X	
12. Ability to develop and maintain good working relationships with key stakeholders and partners (as above) – especially in promoting the service and maintaining close links with the local recovery community (NLRC).	X	
13. Experience of working within a multi-agency team		X
14. Ability to recognise and manage one's own needs (including the delivery of interventions, workload and stress management), and to use appropriate line management and supervision resources where necessary.	X	
Other		
1. Driving license and access to vehicle during working hours	X	