



Recovery Scotland

Counsellor with the Women's Outreach Team (WOT)

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	

June 2022