

COUPLE COUNSELLOR

Job Description and Person Specification

JOB DESCRIPTION	
<p>AVENUE:</p> <p>Avenue is a charity, based in Aberdeen, that provides support to families and individuals across the North East of Scotland, with a focus on relationships, wellbeing and children. We offer a range of services to encourage personal growth, strengthen relationships, promote family wellbeing, support children and enable healthy environments for all. We are working towards a world in which happy, healthy people enjoy harmonious and respectful interactions in all aspects of their lives.</p>	
<p>VALUES:</p>	<ul style="list-style-type: none"> • Effectiveness • Integrity • Respect • Credibility • Innovation • Independence
<p>AIMS:</p>	<p>To provide specialist intervention to support couples and individuals to gain insight and understanding into their relationship dynamics.</p> <p>To provide a forum for couples and individuals to explore experiences and internalised conflicts to support the development of increased emotional resilience and coping strategies.</p> <p>To offer effective therapy to support couples and individuals to improve communication, develop fulfilling relationships and facilitate emotional literacy.</p> <p>To support Avenue to deliver a high standard of therapeutic services that meet the needs of the people who use our services.</p> <p>To ensure that Avenue's practice reflects the rights-respecting and person-centred values to which we aspire.</p>
<p>MAIN DUTIES:</p>	<ul style="list-style-type: none"> • To provide a therapeutic service to adult couples and individuals using a range of therapeutic interventions.

- Make assessments of the needs of people who use the service and their suitability for counselling, acting on each assessment to provide the necessary support or referral.
- Work directly with people who use the service to increase their personal and social development with a non-judgemental and empowering counselling relationship.
- Communicate the core conditions of genuineness, empathy and acceptance within the therapeutic relationship.
- Use a range of techniques to support the people who use the service to engage; working flexibly to meet the needs of those accessing the service.
- To review therapeutic interventions on a regular basis.
- To work as an integral part of the team to support learning and develop provision through the sharing of best practice across the organisation.
- To evidence Professional Body membership (i.e. BACP/COSCA and/or other relevant therapeutic bodies) Standards and Ethical Frameworks, supervision and continuing professional development to meet all required standards, including those required by Relationships Scotland, of which, Avenue is a member.
- To ensure robust record keeping, and proactively contribute toward quality assurance, impact monitoring and continuous service development processes.
- To proactively manage caseload as agreed with line manager, including delivering services to other client groups (eg generic counselling for adults) as may from time to time be required.
- Positively and proactively represent Avenue whilst liaising with external agencies and organisations as required.
- To ensure compliance with Avenue's processes, policies and procedures, in particular Data Protection, Confidentiality, Safeguarding and Child Protection, Equality and Diversity, and Professional Boundaries.
- To undertake any other reasonable duties, as requested by your line manager.

PERSON SPECIFICATION	
REQUIRED KNOWLEDGE, EXPERIENCE AND SKILLS	ESSENTIAL / DESIRABLE
Hold a recognised Diploma in Relationship Counselling, which has included clinical practice <u>or</u> Hold a recognised Diploma in Counselling, which included clinical practice and hold an additional qualification in Relationship Counselling	E
BACP / COSCA registered member (or member of appropriate professional body)	E
Minimum 2 years' experience of counselling	E
Ability to establish and maintain effective relationships both internally and externally	E
Strong communication skills, both written and verbal	E
Supportive and non-judgemental	E
Proactive, motivated and open to change	E
Demonstrate the ability to use practice supervision appropriately	E
High standard of IT literacy, including ability to use Office 365	E
Evidence of continuing professional development	E
Experience of ability to manage a varied caseload, and meeting deadlines whilst working under pressure	E

Have experience of working within a framework of risk assessment, and personal responsibility to ensure all people who use the service safety	E
Have understanding of the third sector and a desire to make a difference	D