



### **Job Profile**

<b>Role Title:</b>	Counsellor
<b>Team:</b>	Foyer Fitmind
<b>Salary:</b>	£27,477 - £31,007 (full-time equivalent, depending on experience)
<b>Working hours:</b>	29 hours per week (part-time)
<b>Term:</b>	Permanent
<b>Location:</b>	Banff, Fraserburgh and Peterhead areas (with permanent working arrangements to be agreed in line with service requirements)

**Why?** – To prevent and mitigate the impact of poverty and other tough life challenges on clients

**What?** – Support clients to self-efficacy using their own 'internal toolkit' that raises self-esteem, resilience, and confidence, through the delivery of therapeutic counselling using evidence-based methodologies.

### **Key Competencies**

- Build meaningful relationships with clients based on honesty, compassion, and trust
- Professional approach to providing individual and group therapeutic counselling and mental health & wellbeing support to clients in accordance with COSCA (Counselling and Psychotherapy in Scotland) standards
- Can work collaboratively with other counsellors and across Foyer teams and stakeholders providing coordinated support for identified groups and individuals
- Effective multi-agency partnership working able to liaise with external stakeholders as required in best interests of clients
- Ability to meet the requirements of the service with regards to boundaries, confidentiality and safeguarding and ensuring all records and information are managed in terms of all Foyer policies with reporting of all Health and Safety incidents as per policy and procedures
- Accurate and timely data administration, recording and monitoring progress of caseload to support required internal and external reporting arrangements
- Commitment to actively seek out opportunities to liaise with other Foyer staff as appropriate to maximise service outcomes and impact
- Champion a professional, ethical, and inclusive approach in all areas of counselling delivery and service development.

### **Behaviours**

- Demonstrates a belief in, and passion for empowering clients to improve their mental health, wellbeing, and resilience supporting them to reach their goals
- An active listener, non-judgemental and empathetic communicator; with the ability to build trusted relationships with clients, able to put them at ease and feel safe, included and supported
- Committed to seeking the best approach to support each client; Solutions focussed; flexible and willing to try out a range of delivery methods to maximise the capacity of the service and to bring benefit to the wider community
- Actively ensures that the voice/agency of young people and adults are respected and encouraged, and able to positively motivate clients to develop their confidence and skills to achieve life ambitions

- Understands the challenges and barriers clients face, remaining informed to ensure relevant support
- Proactive in raising concerns or challenges with the manager and seeking supervision when needed, and communicates openly about challenges in client work, contributing to developing solutions
- Takes initiative and responsibility for own workload and is accountable for actions, projects, and goals, bringing a growth mindset and a willingness to reflect and improve.
- Flexible and collaborative, promotes positive teamworking and adapts well to change.
- Demonstrates excellent interpersonal and communication skills, well-organised, able to prioritise tasks and manage time effectively.
- Supportive and understanding towards placement students, creating a nurturing environment while encouraging them to challenge themselves, reflect critically, and grow their skills and knowledge.
- Clear understanding of the benefits of wellbeing and how this impacts the journey towards employment, education, and training

### **Qualifications and Experience**

- Must be qualified registered counsellor with minimum 100 hours of counselling experience (we can accept applications from candidates working towards receiving their final qualifications)
- Experience in delivering cognitive behavioural therapy, person centred therapy and solution focused therapy, and/or experience working in a specialist area.
- Experience of using a variety of different methods and techniques in counselling to achieve desired outcomes
- Experienced application and knowledge of safeguarding practices
- Experience of working autonomously and being responsive to wider organisation requirements
- Great communicator able to liaise with multiple stakeholders and represent the Foyer, with experience of working in a multi-agency setting and in partnership
- Enhanced disclosure checks necessary, as clients will include vulnerable groups
- Knowledge and understanding of equalities and diversity
- Understanding of ACE'S and the impact of trauma
- Competent digital skills, including but not limited to Microsoft Office
- Full UK driving license and access to vehicle