



Counsellor Recruitment Jan 2021

About the role:

We are experiencing increasing demand for both our Open-Ended Adult Counselling Service which is psychodynamic and our Time Limited Adult Counselling Service offering brief focused counselling over a 12-week model. As a result, we are looking to increase the number of experienced counsellors working within these services.

Due to Covid we are currently offering the majority of our counselling online via telephone and video call using Teams, you need to be able to offer counselling remotely and have sufficient IT skills to be comfortable working in a paperless manner.

We will continue to offer a remote counselling service post pandemic, as well as face to face counselling in our venues across the County, therefore we are recruiting locally and nationally.

Ours is a long-established and highly respected service where you will be supported in your role through regular line management, clinical management and access to professional training and development.

Job Description and Person Specification - Counsellor

Responsible to: Head of Counselling

Responsible for: No staff

Details: Staff Counsellor Permanent Contract - offering a minimum of 6 client sessions per week. GCS provide clinical supervision in groups of up to 4 counsellors fortnightly, you are not paid additionally to attend. GCS provide professional indemnity insurance, clinical management, back office support, CPD opportunities and access to a pension Scheme.

Bank Counsellor Zero Hours Contract - ideally 6 client sessions offered per week providing your own external Clinical Supervision with a 3 way clinical supervision agreement in place with GCS. The increased salary for this post reflects a contribution toward the cost of clinical supervision.

Hours of work: Part Time hours available for negotiation

Objective of the Post: To provide long and short term, remote Counselling using a Psychodynamic model within our Open-Ended Adult Counselling Service and/or Brief Focused Psychodynamically informed Counselling model within our Time Limited Adult Counselling Service (12-week model)

Counselling Delivery	<ul style="list-style-type: none"> • Deliver 1:1 counselling to Adults remotely (telephone or online using Microsoft Teams) using an Open Ended or brief focused model accordingly. • To maintain clear and adequate client records as part of GCS case management system and in accordance with GCS policies and procedures • Communicate effectively with clients and the Clinical management Team throughout the client journey where appropriate and raising safeguarding or clinical risk issues with Supervisors and Heads of Counselling in a timely manner where appropriate.
Safeguarding Children and Vulnerable Adults	<ul style="list-style-type: none"> • To ensure safeguarding procedures are followed in line with GCS policy and procedure and national and local safeguarding arrangements
General Duties	<ul style="list-style-type: none"> • Attend supervision sessions and staff meetings • Review case work as part of the supervision process • Adhere to GCS policies and procedures

Person Specification - Counsellor

Qualifications	<ul style="list-style-type: none"> • Professional counselling qualification to diploma level and a good understanding of the psychodynamic approach • Accredited member of BACP, BPC, NCS Accredited Professional Registrant or equivalent professional body.
Experience	<ul style="list-style-type: none"> • Good understanding of the BACP Ethical framework for counselling and psychotherapy • Minimum 1 years' post qualifying experience of counselling • Experience of delivering counselling remotely (e.g. telephone, online) • Experience of working with Adults who have experienced trauma. • Evidence of using short term or brief therapy models and interventions • Ability to create a safe, warm and non-judgemental environment for clients to express their emotions. • Evidence of applying knowledge of Safeguarding in practice
Skills and Abilities	<ul style="list-style-type: none"> • Ability to establish and maintain professional boundaries with Clients • Strong communication skills both written and verbal • Good IT skills, including completion of electronic forms and recording of data, Microsoft office 365 and Teams
Knowledge	<ul style="list-style-type: none"> • Understanding of different counselling approaches and their applicability • An understanding of the issue's clients face and a desire to help them reach their potential

	<ul style="list-style-type: none"> • A good understanding of the Psychodynamic frame and adapting from Time Limited to Open Ended focus. • An understanding of the importance of money and negotiating client fee with regards to organisational need and balancing this with the clients need/emotional space.
Essential Attitudes	<ul style="list-style-type: none"> • Willingness to follow GCS policies and procedures and GCS aims and values. • High level of commitment to counselling and personal integrity • Able to work unsocial hours primarily evenings as required • A flexible and adaptable attitude to the work