

## RELATIONSHIP COUNSELLOR

### Job Description and Person Specification

<b>JOB DESCRIPTION</b>	
<b>AVENUE:</b>	<p>Avenue is a charity, based in the North East of Scotland, that provides a range of services to families, children and individuals. We help families and individuals to overcome obstacles to wellbeing and find ways forward through the challenges that life can bring.</p>
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>• Effectiveness</li> <li>• Integrity</li> <li>• Respect</li> <li>• Credibility</li> <li>• Innovation</li> <li>• Independence</li> </ul>
<b>AIMS:</b>	<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><b>MAIN DUTIES:</b></p>	<ul style="list-style-type: none"> <li>• To provide a therapeutic service to adult couples and individuals using a range of therapeutic interventions.</li> <li>• 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.</li> <li>• Work directly with people who use the service to increase their personal and social development with a non-judgemental and empowering counselling relationship.</li> <li>• Communicate the core conditions of genuineness, empathy and acceptance within the therapeutic relationship.</li> <li>• Use a range of techniques to support the people who use the service to engage.</li> <li>• To review therapeutic interventions on a regular basis.</li> <li>• To work with colleagues in the therapeutic services team to support learning and develop provision through the sharing of best practice.</li> <li>• To evidence Professional Body membership, supervision and continuing professional development to meet all required standards, including Relationships Scotland.</li> <li>• To work as an integral part of the Avenue therapeutic team.</li> <li>• To liaise with external agencies and organisations as required.</li> <li>• 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.</li> <li>• To undertake any other reasonable duties, as requested by your line manager.</li> </ul>
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<b>PERSON SPECIFICATION</b>	
<b>REQUIRED KNOWLEDGE, EXPERIENCE AND SKILLS</b>	<b>ESSENTIAL / DESIRABLE</b>
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