



Project Lead (female) – Complex Needs Service Person Specification

A = application

I = interview

ESSENTIAL CRITERIA	METHOD OF ASSESSMENT
<p><u>Education and Experience</u></p> <ul style="list-style-type: none"> • Experience of working with women presenting with any of the following issues; domestic violence, mental health, substance misuse, sex working. • Experience working with people from BME communities with a good cultural understanding. • Counselling experience and qualifications - must be accredited by BACP or UKCP. • Clinical supervision qualification – those working towards accreditation will be considered. • Experience of designing a group programme and leading sessions. • Experience of managing, coordinating and implementing a service, developing project plans and delivering activities. • Experience of partnership development and management to facilitate referrals and effective support for clients. 	<p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A&I</p> <p>A&I</p>
<p><u>Skills and Abilities</u></p> <ul style="list-style-type: none"> • Ability to support a case-load of clients for 1:1 counselling sessions and deliver group sessions, including peer led activity, and respond to the unique needs of individual clients from diverse communities. • Knowledge/ understanding of impact of trauma, competency in a recognised trauma model. • Ability to establish satellite provision. • Ability to provide seminars, trainings, workshops and presentations to raise awareness. • Ability to support a team of volunteer counsellors and peer volunteers. • Ability to work without close supervision with a degree of independence and used to meeting deadlines. • Ability to actively promote diversity and integrating anti-discriminatory practice into services used by black, minority ethnic and other marginalised communities. • Able to share learning and develop and promote best practice working therapeutically with BME women with complex needs. • Competency in using IT (Microsoft office and data bases). • Ability to facilitate evaluation of the service, including feedback from clients and stakeholders. • Ability to work without close supervision with a degree of independence • Ability to manage competing priorities and meeting deadlines. • 	<p>A & I</p> <p>A</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A</p>
DESIRABLE CRITERIA	METHOD OF ASSESSMENT
<p><u>Education and Experience</u></p> <ul style="list-style-type: none"> • Specialist training in substance misuse, domestic & sexual violence, trauma, PTSD, sex working, mental health are highly desirable. <p><u>General and Specialist Knowledge</u></p> <ul style="list-style-type: none"> • Ability to speak a South Asian language – e.g. Hindi, Punjabi, Urdu, Gujarati. • Have a knowledge and understanding of harm reduction and health education for drug and alcohol users. 	<p>A & I</p> <p>A & I</p> <p>A & I</p>