



Person Specification – Child and Adolescent Psychotherapist

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1.	A professional qualification to a first-degree level in a relevant field e.g. child/adolescent or creative arts therapies, psychotherapy or counselling.
2.	HCPC registration and also registered with a relevant professional body (e.g. UKCP, BACP, BAAT)
3.	Able to establish positive relationships with young people, external agencies (including employers) and colleagues
4.	Sound Professional Knowledge of child and adolescent development
5.	Knowledge and experience of working with attachment, loss and trauma
6.	Experience of working with children and young adults who have experienced extensive early life trauma.
7.	Experience of representing clinical child psychotherapy within the context of multidisciplinary
8.	Effective oral and written communication skills
9.	Effective organisational skills
10.	Ability to maintain paper or electronic information systems
11.	Experience of working sensitively with confidential material
12.	Able to work under pressure, to deadlines and under own initiative

Desirable

13.	Post graduate qualifications in psychotherapy, counselling or a related discipline
14.	Have training in specific therapeutic methods such as Theraplay, DDP, EMDR, Sensory Integration, ASI
15.	Interest, experience and commitment to developing new projects and interventions for children and young people.
16.	Experience of delivering training to staff and parents
17.	Ability to drive (full driving licence) and use of car

Part B: Assessment Stage

Items 2, 3, 4 and 7 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Tenacity
2	Proven skills in safe decision-making and problem solving
3	Ability to remain calm and in control under pressure
4	Sense of humour
6	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> motivation to work with children and young people



	<ul style="list-style-type: none"> ability to form and maintain appropriate relationships and personal boundaries with children and young people emotional resilience in working with challenging behaviours attitude to use of authority and maintaining discipline.
7	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

Desirable

8	Ability/willingness to contribute to student enrichment activities
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The following methods of assessment may be used:

Method		Method	
Interview	Yes	Presentation	Yes
Lesson Observation	No	Structured discussion with pupils	Yes
Other (specify)	Yes/No	Other (specify)	Yes/No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barring List check and/or POCA List (residential establishments only) check
3	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)