

Person Specification for Just Psychology Associates

(H = High Priority M = Medium Priority)

This person specification will be used as part of the Associate Recruitment process for Just Psychology. Please see our Associate Recruitment Policy for further information.

1. Professional Qualifications and Training

- a. Nationally recognised, broadly based health, education or social care qualifications or equivalent. (H)
- b. Accreditation with relevant professional body eg BPS, UKCP, BABCP, HCPC. (H)

2. Relevant Experience

- a. Direct experience of counselling and therapeutic work with adults/children and families from Black and minority ethnic backgrounds. (H)
- b. Demonstration of commitment to work beyond a Euro-centric perspective. (H)
- c. Bilingual working – fluent in additional language(s) other than English. (M)
- d. Experience of providing counselling or clinical supervision to others (M)
- e. Experience of providing consultation, teaching and training to individuals or groups. (H)

3. Skills and Abilities

- a. Ability to work cross- and trans-culturally in the delivery of counselling and therapeutic services. (H)
- b. Ability to assess client needs and adopt a focussed approach to the work. (H)
- c. Ability to offer time specified or brief counselling interventions. (M)
- d. Ability to liaise and work jointly with statutory and third sector agencies. (H)
- e. Ability to act as a client advocate. (H)
- f. Ability to network across agencies/community groups and build good working relationships. (H)
- g. Ability to work independently and manage own time. (H)
- h. Willingness and ability to make use of supervision. (H)
- i. Ability to reflect on the work and/or take account of client outcomes using a range of measures (eg structured interview, questionnaires, etc). (H)
- j. Good communication skills, verbally and written. (H)
- k. Ability to stimulate and generate innovative practice. (M)

- I. Organisational and time-management skills. (H)

4. Knowledge

- a. Knowledge and understanding of the wide range of factors which affect families' psychological and mental health including the influence of structural issues in Black and minority ethnic family functioning. (H)
- b. Knowledge of mental health issues across the lifespan. (M)
- c. Knowledge and understanding of child development and child mental health. (M)
- d. Knowledge and understanding of issues of family systems/dynamics. (H)
- e. Broad based knowledge of support services, including local and wider social and health related resources and organisations in the third sector and statutory sector. (H)
- f. Knowledge and understanding of local issues and context for Black and minority ethnic children, families and adults. (H)
- g. Knowledge of or willingness to acquire awareness of relevant legislation, government reports and initiatives and a willingness to apply this to clinical practice and service provision. (H)

5. Approach and Personal Attributes

- a. Respectful, non-pathologising approach to children, families, carers and colleagues. (H)
- b. Pragmatic, flexible and constructive (H)
- c. Ability to work cooperatively and flexibly with colleagues. (H)
- d. Ability to meet deadlines.(H)
- e. Passion for social justice and inclusive societies (H)
- f. Ability to achieve a balance between working on own initiative and with Just Psychology colleagues. (H)
- g. Ability to represent the work and ethos of Just Psychology realistically and positively. (H)
- h. Ability to communicate with people from all walks of life and all socio-economic backgrounds. (H)
- i. Proven commitment to diversity and equal opportunity policies. (H)