

Person Specification

Post: Academy Counsellor

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • GCSE Grade 4 or above in English and mathematics (or equivalent) • Good honours degree • Relevant counselling qualification/s 	<ul style="list-style-type: none"> • Evidence of further study • BACP accreditation 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Working in a similar role • Counselling young adults in an educational setting 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Working in an education setting • Working in partnership with families • Multi-agency working 	<ul style="list-style-type: none"> • Application • Interview
Knowledge and skills	<ul style="list-style-type: none"> • BACP code and ethics • Mental health in young people • Ability to construct successful relationships with students and staff • Maintain confidentiality at all times • Work independently on own initiative and contribute as part of a team • Successfully manage competing demands and prioritise workload effectively • Maintain accurate and up to date records • Commitment to safeguarding • Microsoft Office, especially Excel, Outlook and Word 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Some understanding of how students learn • Local knowledge including services available to young people • SEND theory and practice 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References