



PERSON SPECIFICATION

Job title	Addictions Psychotherapist
Department	Therapy
Date	22/4/21

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Diploma/Degree in Psychotherapy/Counselling • BACP/UKCP or similar registration 	<ul style="list-style-type: none"> • Post-graduate therapy-based qualification • Group Work qualification • CBT/DBT qualification
Experience	<ul style="list-style-type: none"> • Experience of direct psychotherapy/counselling work with addiction clients in a residential setting • Experience of providing direct client services particularly in relation to assessment, 1:1 and group-work in a residential setting. • Experience of reflective practice/regular clinical supervision • Experience of working with addiction clients using a 12-step approach in a residential setting. • Experience of delivering psychological interventions using other therapeutic theoretical evidence-based interventions in a residential setting. • Experience of generating care plans with clients in a residential setting. • Experience of reviewing care plans and producing discharge and aftercare plans in a residential setting 	<ul style="list-style-type: none"> • Experience of working with clients with a wide range of presentations including borderline personality disorders. • Experience of working in partnership with a range of private and statutory -statutory services • Experience of drug and alcohol testing clients
General intelligence	<ul style="list-style-type: none"> • Understanding of the importance of upholding quality standards and performance monitoring • Remains updated with professional practice and new research • Understands the legal responsibilities of the profession • Understanding of Clinical Governance and the implications for therapy services including experience of quality issues and audit 	

	<ul style="list-style-type: none"> • Understanding of Safeguarding 	
Special skills	<ul style="list-style-type: none"> • Knowledge of health and safety, including assessing high-risk situations for clients. • Highly IT competent, with solid command of Zoom • Ability to perform under pressure and to deadlines 	<ul style="list-style-type: none"> • Have a background in family work and the provision of family programmes and conjoint work
Personal attributes	<ul style="list-style-type: none"> • Confidence to work on own initiative as well as part of a team. • Organised and have excellent time management skills • An empathic and non-judgmental attitude. • Ability to effectively work with people regardless of their ethnic, cultural, social backgrounds, their gender, age, religious belief, disability and sexual orientation • Effective verbal and written communication & interpersonal skills. • Ability to cope with working in a stressful and unpredictable environment • Self-motivated • Ability to negotiate, influence and solve problems effectively • Strong attention to detail and highly organised approach to work • Strong crisis management capabilities • A flexible open approach and proven positive communication skills in relation to working in teams • Commitment to support Help Me Stop's values and mission. 	
Special Circumstances	<ul style="list-style-type: none"> • Ability to work evenings and possible weekends in accordance with the rota 	<ul style="list-style-type: none"> • In active 12-step recovery

DANOS Compliance - Unit Number and Title (refer to actual standards for full detail)

AA1 Recognise indications of substance misuse and refer individuals to specialists

AA5 Interact with individuals using telecommunications

AB1 Support individuals when they are distressed

AB3 Contribute to the prevention and management of abusive and aggressive behaviour

AB6 Support individuals with difficult or potentially difficult relationships



AC1 Develop your own knowledge and practice

AC2 Make use of supervision

AD2 Facilitate learning through presentations and activities

AD3 Facilitate group learning

AE1 Test for substance misuse

AF2 Carry out assessment to identify and prioritise needs

AG1 Plan and agree service responses which meet individuals' identified needs and circumstances

AG3 Assist in the transfer of individuals between agencies and services

AI1 Counsel groups of individuals about their substance use using recognised theoretical models

AI2 Help individuals address their substance use through an action plan

AI3 Counsel groups of individuals about their substance use using recognised theoretical models

BD3 Ensure own actions reduce risks to health and safety

BE3 Undertake research for the service and its clients

BI1 Develop productive working relationships

This post is subject to a DBS check at an enhanced level.

Amendments: This description accurately reflects the present position; it may be amended and reviewed. Any change will be made following a proper period of consultation.