



# Recruitment Information Pack

**Counsellor**





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# Introduction

Dear Applicant

Thank you for your interest in the role of

## Counsellor

at Cancer Focus Northern Ireland. This Information Pack includes information about Cancer Focus NI, sets out the process for recruitment and outlines the qualifications, skills and experience we are seeking.

Cancer Focus NI is a local voluntary organisation that aims to eliminate cancer, where possible, and reduce its impact on our society. We were Northern Ireland's first cancer charity and in 2019 we celebrated our 50th Anniversary. Since our founding we have had four main pillars of endeavour: **cancer prevention, services to people affected by cancer, funding local cancer research and campaigning and advocacy work.** While we have stayed true to our founding principles, how we have delivered on our mission has grown and developed over the years.

We invite you to read through this Information Pack and understand more about the role and the person we are looking for. If you wish to apply for this role, please ensure you submit an up-to-date, accurate copy of your CV before the application deadline.

The change and impact we make is defined about how we work and what we value. If you feel you have the relevant skills, qualifications, experience and shared values base for this role, we would very much welcome your application.

**Yours faithfully**

A handwritten signature in black ink, appearing to read 'Richard Spratt', with a stylized flourish at the end.

**Richard Spratt**  
**Chief Executive**

# Cancer Focus NI

## Our Story to Date

Cancer Focus NI was established in 1969 initially to fund cancer research in Northern Ireland. The founding members very quickly realised that while local cancer research was needed, there was a similar pressing need to inform the public about the causes of cancer and how they could reduce their risk.

There were also people living with the disease for whom there were few options for support and advice. It was likewise recognised that to deliver real change we need effective public health policies and provision.

The four pillars of endeavour were thus formed and still shape our work today. The charity was originally called the Ulster Cancer Foundation. We changed our name in 2012.

## Our Vision

A future where cancer is a manageable disease.

## Our Mission

Cancer Focus NI is a local charity that aims to eliminate cancer, where possible, and reduce its impact on our society.

Its four main pillars of work are care services, research, prevention, public campaigns and advocacy.



# Cancer Focus NI

## What We Do

### Care Services

#### Our Aim

To provide a range of care services and information to meet the needs of all those affected by cancer

### Cancer Research

#### Our Aim

To promote and support internationally competitive, high quality local research into the causes, treatment and prevention of cancer

### Cancer Prevention

#### Our Aim

To reduce the risk of our citizens developing cancer and promote its early diagnosis

### Campaigning and Advocacy

#### Our Aim

To raise public and professional awareness of cancer issues and influence policy makers to improve cancer services and public health policy.

Cancer Focus NI provides services to people directly affected by cancer and health promotion services to the general public.

Services include counselling for patients and family members, family support to children and young people whose parent or other significant adult has cancer, a Freephone nurse led helpline, creative therapies, a patient driving service and bra-fitting for women who have undergone mastectomy.

Prevention services include smoking cessation, Keeping Well, a mobile project offering one to one health checks, information and signposting in communities and workplaces and the schools project with health promotion interventions linked to the national curriculum from nursery school to post-primary.

## **Our Values**

### **Caring, welcoming**

We welcome everyone affected by cancer and anyone at risk of cancer demonstrating an inclusive, caring and empathetic approach to our beneficiaries. We strive to place the user of our services at the heart of all that we do.

### **Recovery**

We offer hope, empowerment, self-responsibility and a meaningful role in life for people affected by cancer. We support, empower and enable individuals and communities to deal with the impact of a cancer diagnosis and to make informed decisions to reduce their cancer risk.

### **Ethical**

We are honest, transparent, professional and accountable in all our activities

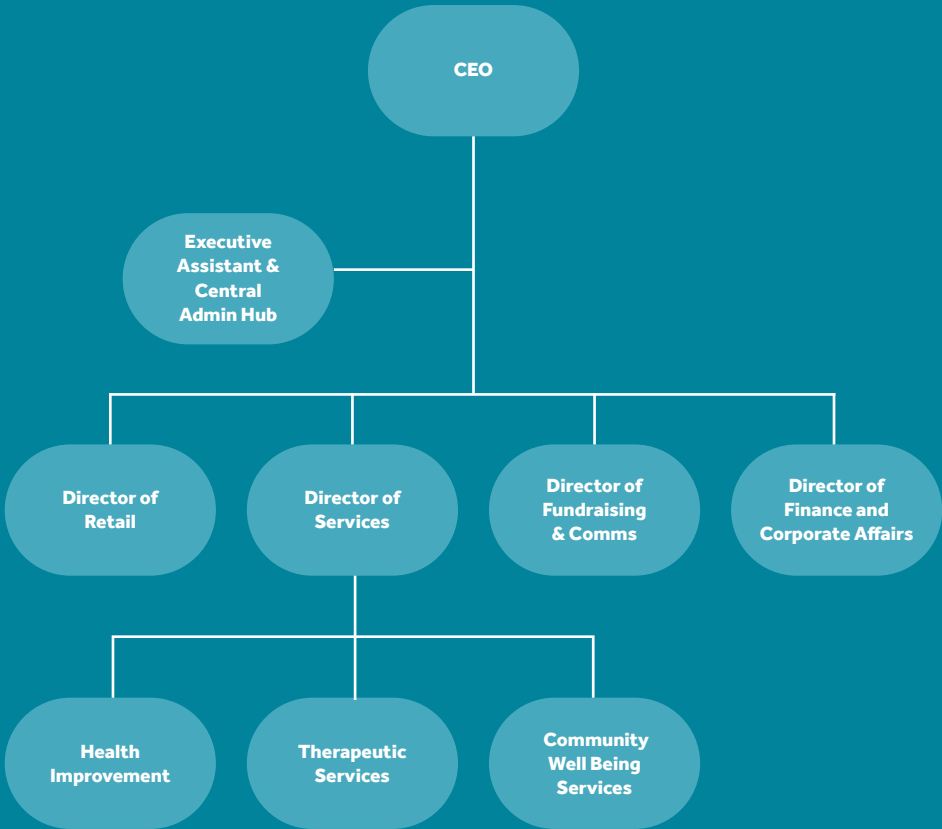
### **Focused on Excellence**

We strive towards continuous improvement, showing leadership, positivity, creativity and innovation.

### **Committed to Partnership**

We are committed to working with other agencies, locally, nationally and internationally to eliminate cancer, valuing teamwork both internally and externally.

# Organisational Structure



# Job Description

## Counsellor

1 x 28 hrs (to serve the Belfast Trust area)

**Responsible to:** Counselling Team Co-ordinator /  
Director of Services

**Hours:** 28 hours per week

**Location:** Northern Trust and Belfast Trust areas

**Contract:** Permanent

**Salary Band:** £28,226- £32,020 Pro Rata

## Overall Purpose of Post

To provide a professional Counselling Service for any individual whose life has been affected by cancer.



## Key Responsibilities

- To develop and deliver a Counselling Service to Cancer Focus NI's clients using a blend of face-to-face and remote sessions.
- To assess the needs of clients and provide appropriate therapeutic interventions to meet these needs, primarily through one-to-one counselling.
- To plan and implement therapeutic interventions or re-refer to other services as appropriate.
- To maintain records in accordance with recording procedures.
- To submit statistical returns as required in a timely manner.
- To evaluate the effectiveness of counselling through regular review and audit.
- To evaluate own work and contribute to the evaluation of the effective delivery of the service.
- To support collection of case studies to ensure service users' views help to inform future service provision and influence wider strategic objectives.
- To adhere to the code of ethics and practice of a professional counselling body such as the BACP Ethical Framework.
- To attend regular external supervision towards which an employer's contribution will be paid.
- To work as an integral part of the multidisciplinary team and liaise with relevant staff as appropriate.
- To participate in ongoing training and continuous professional development as facilitated by Cancer Focus NI.
- To participate and contribute to educational programmes for other health professionals as appropriate.
- To promote existing Cancer Focus NI's services e.g. Counselling, Family Support, Nurseline, Support Groups and the Bra-Fitting Service as appropriate.
- To assist in the development of appropriate resources for both patients and health professionals.

# Person Specification

## Counsellor

The Person Specification shows essential skills, abilities, knowledge and/or qualifications required to be able to carry out the duties of this post. Therefore, please address in completing the Application Form, each criterion listed in the specification, drawing upon all your experience, whether at work or on a voluntary basis.

## Essential Criteria

- Professional qualification in Counselling or Psychotherapy (minimum Level 4 Advanced Diploma or equivalent)
- Professional Registration and Accreditation as a practitioner with BACP, IACP, UKCP or equivalent; or meet all the criteria to apply for accreditation/ meet the criteria for future entry at SCoPEd Column B
- Have completed training in remote counselling such as “How to do Counselling Online” by the Open University and BACP
- Minimum of 2 years’ post-qualification supervised clinical practice accumulating to at least 200 hours post-qualifying supervised practice
- Experience in working with statutory and voluntary agencies
- Experience of carrying out client assessments
- Experience with administrative systems, including the use of relevant ICT packages
- Ability to maintain strict confidentiality and appropriate boundaries in all matters related to their work
- Ability to manage and monitor a caseload with competing priorities
- Ability to work with complex needs

## Essential Criteria (cont.)

- Ability to ethically work with risk and safeguarding issues
- Excellent communication skills
- Ability to build good working relationships with individuals and organisations
- Flexible attitude towards working hours to meet clients' needs and as demanded by the requirements of the job
- Ability to work well within a team
- Ability to use own initiative
- Enthusiasm, drive and commitment to continuous improvement
- Applicants must hold a full current driving license and have access to the use of a car or some other appropriate form of transport to carry out the duties of the post.

## Desirable Criteria

- Health Professional qualification
- Certificate in Online and Telephone Counselling
- Experience as a Counsellor working in a cancer specialist environment
- Experience of working with cancer patients
- Experience of facilitating groups

This Job Description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the charity at any time after discussion with the post holder.

This post may require some evening work.



# Terms and Conditions of Employment

- Successful applicants must provide proof of their right to work in the UK. (This will be evidenced in the first instance by being in possession of a British or Irish passport or a valid UK Work Permit).
- The activities of this role meet the AccessNI definition of regulated activity relating to working with adults and children. Cancer Focus NI will obtain an AccessNI Enhanced Adult Barred List check, and/or Enhanced Children's Barred List check for the successful candidate.
- Up to 12 months probationary period.
- Evidence of relevant academic and professional qualifications must be provided.
- Evidence of appropriate vehicle documentation i.e. driving licence and insurance cover must be provided where the role necessitates travel on company business in own vehicle
- Potential employees may be asked to attend a pre-employment medical.

# Additional Information

## Benefits

- Flexible working policy (home-working, reduced hrs, hybrid-working)
- 25 days annual leave and 12 annual statutory days (pro-rata for those working less than 35 hrs per week)
- Two additional days of annual leave after five years service and a further three days after ten years' service
- Enhanced Maternity/Adoption Pay
- Enhanced Occupational Sick Pay Scheme
- Contributory Pension Scheme
- Employee Assistance Programme (EAP)
- Cycle to Work Scheme
- Mileage Allowance at the prevailing HMRC rate
- Time off in lieu (TOIL) for additional hours worked
- Life Assurance cover

Applicants will hold a full, current driving licence and have access to the use of a car or some other appropriate form of transport to carry out the duties of the post.

## Disability

Cancer Focus NI is an Equal Opportunities Employer and all applications in accordance with the Disability Discrimination Act a person is disabled if they have, or have had, "a physical or mental impairment which has, or has had, a substantial and long-term adverse effect on your ability to carry out normal day to day activities".

If you consider yourself to have a disability relevant to the position for which you are applying, please contact us so that we can process your application fairly, make any specific arrangements for your interview, and make any necessary reasonable adjustments or adaptations, or provide any aids to assist you in completing the duties of the post if appointed.

## Equal Opportunities

Cancer Focus NI is an Equal Opportunities Employer and all applications for employment are considered strictly on the basis of merit.

## Application Process

The closing date/time for submission of applications is

**21st June 2023 at 12pm**

Please ensure your CV and any requested supporting documentation is submitted before this date/time to: [hradmin@cancerfocusni.org](mailto:hradmin@cancerfocusni.org) or, mailed to:

**Human Resources, Cancer Focus NI,  
40/44 Eglantine Avenue, Belfast, BT9 6DX**

**We cannot accept Applications received after the closing date/time.**

## Guidance Notes on Applying for our role

- Please ensure your CV is up-to-date and accurate. Cancer Focus NI will not make assumptions from the title of your post(s) or the nature of any employing organisation(s) as to your skills and experience gained.
- If you do not provide sufficient detail, including the appropriate dates needed to meet any eligibility criteria, your application may be rejected.
- ONLY the details provided by you in your CV will be used for determining your eligibility for the post/shortlisting purposes.

## Contact Details

If you have any queries regarding the recruitment process, please contact Yvonne Irvine ([yvonneirvine@cancerfocusni.org](mailto:yvonneirvine@cancerfocusni.org)) or phone 028 9066 3281



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Charity No: NIC 101307

