

**Student Counsellor (0.4 FTE)
Student Support & Development**

The Glasgow School of Art

Originally founded in 1845, today we have 2,150 students studying across architecture, design, digital, fine art and history and theory. As we develop new academic programmes and enhance our areas of expertise and inter-disciplinarity, our ambition towards 2018 is to grow our student community in Glasgow by 25%, and continue to grow our research profile and campuses in Singapore and the Scottish Highlands and Islands. Our internationalisation strategy is embedded across our academic programmes and research, connecting the GSA with some of the world's leading universities and specialist higher education institutions.

Recognised by the Scottish Funding Council as an independent, specialist institution, the GSA is an important and integral part of Scotland's higher education provision. Working in partnership with universities across Scotland and the UK, our degree programmes are validated by the University of Glasgow. The University of Glasgow has validated our programmes since 1992 and whilst the Senate of the University has ultimate responsibility for the awards, there is maximum delegation to the GSA for its own quality assurance procedures. The School, through its Academic Council, is also responsible for the development, monitoring, evaluation and updating of its academic framework.

Our 185 academic staff, 80% of which are research active, form a strong creative community united in the ambition to see GSA positioned as a global leader in studio based research and teaching, transforming thinking by developing creative approaches with new audiences, locally, nationally and internationally. As one of the UK's largest and most intensive research communities for the visual creative disciplines, GSA's research activity is clustered into the following interdisciplinary themes:

- Architecture, urbanism and the public sphere
- Contemporary art and curating
- Design innovation
- Digital visualisation
- Education in art, design and architecture

The Glasgow School of Art is one of Europe's leading independent university-level institutions for the visual creative disciplines. Our studio-based, specialist, practice-led learning and research draws talented individuals with a shared passion for visual culture and creative production from all over the world.

While we are firmly rooted in Glasgow, one of Europe's leading creative cities, we are international in outlook with one of the UK's highest percentages of international students and one of Scotland's largest percentages of students from the rest of the UK. Over the last five years over £65 million has been invested in our estates, including the recently opened Reid Building. Further investment is currently being planned which will create a cohesive creative campus with the iconic Mackintosh Building at its core.

Our aim is to cultivate conditions in which the GSA can continue to achieve great things and through creative approaches build on our existing strengths and distinctive assets, in order to:

- Achieve excellence and leadership in student-centred studio-based learning
- Engage with new audiences through inter-disciplinary research
- Extend our global reach and creative engagement
- Be a robust and efficient institution – maximising our resources and our potential

Student Counselling Service

The Student Counselling Service is a key resource in the student support structure at The Glasgow School of Art. We deliver a high quality, professional service that is responsive to its institutional context and to the particular student community it serves.

The Service subscribes to the British Association for Counselling and Psychotherapy's (BACP) Ethical Framework for the Counselling Professions. The responsibilities and duties of this post will at all times be conducted within this framework of professional conduct.

The Role

Job Title:	Student Counsellor (0.6 FTE)
Location:	26 Rose Street
Accountable to:	Head of Student Support and Development

Purpose

The Student Counsellor will deliver professional counselling and consultation to Glasgow School of Art students with the objective of supporting them in achieving their full academic and personal potential.

As a qualified and experienced practitioner the Student Counsellor will contribute to the effective and efficient delivery of a service which is responsive to the needs of a diverse student community and mindful of its responsibilities within its organisational context.

Dimensions

The Student Support and Development Department at the Glasgow School of Art consists of the following services:

- Learning Support & Development Service which includes English language and skills support and services to disabled students;
- Student Welfare Service offering support and guidance in relation to the practicalities of student life e.g. finance, accommodation, immigration, visas etc;
- Student Counselling Service.

The Student Counselling Service works closely and collaboratively with this wider student support team and is available to all students at GSA undertaking a full time programme of study.

Working in a small team will, at times, involve periods of lone working with minimal on site supervision. The student counsellor will be required to respond in a timely, measured and appropriate manner to complex or demanding situations during these periods.

The Student Counsellor is expected to work with minimal day to day line management supervision, liaising appropriately with the Head of Student Support and Development on issues with a service or institutional level impact. The student counsellor will participate in team meetings which, in addition to service/ case management consultation, offer a forum for service development, support and collaboration.

Key accountabilities

The student counsellor will:

- Hold professional responsibility for ensuring ethical practice and best standards in their case work and other related activities (in accordance with BACP frameworks);
- Manage a case load within the parameters set by the service;
- Undertake pre-counselling and professional assessment with students who refer themselves, or are referred, to the service;
- Offer clearly contracted therapeutic counselling to students (individual or group), and where applicable make a considered referral to a more appropriate service that is equipped to meet a student's needs;
- Work with students in a professional counselling relationship with the intention of addressing emotional and psychological difficulties that adversely affect social functioning and academic performance;
- Manage the counselling relationship and process making appropriate use of line management consultation, team and external supervision to support decision making and practice;
- Liaise appropriately, adhering to service protocols, with other support services and external care agencies in providing support to clients;
- Participate in service management meetings to support best practice and development in the service context;
- Engage in external consultative support (counselling supervision) at a frequency appropriate to the volume and complexity of the case load as determined in consultation with the Head of Student Support and Development and aligned with BACP recommendations;
- Have responsibility for casework administration and the maintenance and management of records and case notes in accordance with the structures and systems of the service;
- Contribute to the effective implementation of service monitoring and user feedback mechanisms and contribute to service reporting requirements;
- Contribute as appropriate to the development of the service, its practice, systems and protocols;
- Promote and publicise the service and its role within the institution in consultation with the Head of Student Support and Development;
- Contribute as appropriate to the development and implementation of a range of interventions that promote student well-being and positive mental health including consultancy, advice and support to academic staff and other student support staff on issues relating to mental illness/distress;
- Undertake continuing professional development aligned with personal and service development objectives.

Relationships

Internal:

- Students - undergraduate and postgraduate
- Student Support Manager
- Head of Student Support and Development
- Academic and support staff

External:

- GPs and other NHS Services
- Professional Bodies
- Sector Networks
- Clinical supervisor
- Parents and Carers
- Potential students and applicants

Person Specification

Essential Qualifications and Experience:

The post holder will:

- Be qualified to degree level or equivalent;
- Have successfully completed a professional Diploma or postgraduate degree in psychotherapy or counseling;
- Hold accredited practitioner status with the BACP/UKCP or an equivalent professional body;
- Have significant post-qualification experience of counselling practice of a minimum of 4 years (under clinical supervision) in an institution, agency or as part of a defined and recognised network;
- Have experience of working with a diverse client group including people in crisis and those who present with severe/enduring emotional and psychological difficulties;
- Have substantial experience of assessment and work with a complex and varied range of clients, presenting problems and issues;
- Have experience and expertise in using a range of interventions including brief/time limited approaches.

Where an applicant fully meets all of the other requirements set out above and is in the process of/close to attaining accredited practitioner status their application may be considered

Desirable

- Experience of working as a student counsellor in Higher Education;
- Experience of working therapeutically with groups;
- Knowledge of and experience of working with psychodynamic concepts.

Essential Skills, Abilities & Knowledge:

The post holder will demonstrate:

- A high level of competence in undertaking generic assessment (relevant history, identifying suitability for intervention and focus of the work);
- Ability to engage the client in a therapeutic relationship at the beginning of counselling and to manage endings;
- Ability to engage with and manage appropriately the emotional content of sessions;
- Ability to establish and manage the therapeutic frame and boundaries;
- Ability to identify and respond in a considered way to difficulties in the therapeutic relationship;
- A thorough knowledge of a model of therapy and the ability to employ the model competently in practice;
- A working knowledge of the rationale and principles of psychodynamic approaches in therapy/counseling;
- Awareness of, and sensitivity to, cultural diversity and the impact of difference in the therapeutic relationship;
- Ability to work with colleagues who are informed by different theoretical models and to work cooperatively as part of a team within service protocols;
- Familiarity with the BACP Ethical Framework for the Counselling Professions and the ability to work within it;
- The ability to exercise sound and informed professional and operational judgment under pressure;
- Strong relationship-building and communication skills;
- Computer literacy and be fully conversant with Microsoft Office.

Desirable skills, abilities, knowledge

- Knowledge and ability to assess client suitability for referral to group work;
- An awareness and understanding of the emotional and developmental aspects of learning;
- Ability to work in the transference and counter-transference and to recognise and work with defences;
- Ability to establish an appropriate balance between interpretative and supportive work.

Terms and Conditions

Contract: Fixed Term – 12 months

Probationary Period 3 months

It is recognised that there is an inevitable 'settling in' period in any post. The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should also be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions, interview and as set out in the Job Description.

Salary: Grade 6 £31,604 - £36,613 per annum, pro rata

Hours: 14 hours per week

Holidays: 35 days plus 11 statutory holidays per annum, pro rata

Pension: Option to join the Local Government Superannuation Scheme

Notice Period: 3 months