

Role Profile

Role title: Professional Standards Development Facilitator

Reports to: Head of Professional Standards

Job purpose: To support the HoPS in the development and delivery of BACP Professional Standards strategy through the development and implementation of evidence-based standards of education, training and practice that define competence and scope of practice.

Financial: To manage specific budget lines of the Professional Standards budget as defined by the HoPS.

Staff: /

Other: To liaise and communicate with internal and external stakeholders such as other professional bodies, training and service providers and BACP members, academics and experts.

Principal accountabilities:

1. To assist the HoPS to develop, deliver and disseminate evidence-based specialist areas of competence and scope of practice for the counselling professions that define training and practice standards for the future. .
2. To develop, deliver and disseminate a rolling programme of evidence-based competence frameworks (and associated curricula as required), practice and training standards according to the agreed evidence-based competency framework development process.
3. To assist the HoPS to develop, deliver and disseminate a suite of accreditation, endorsement and approved qualification schemes underpinned by evidence-based competence frameworks and curricula.
4. To produce a project plan and to liaise with all stakeholders to meet deadlines and financial forecast. To provide the HoPS with regular project updates, and to alert the HoPS to any potential issues.
5. To facilitate the development of resources based on competency frameworks and curricula to promote the PS strategy and standards of good practice.
6. To develop and deliver a communication and engagement plan to promote and engage external stakeholders in BACP Standards; raising awareness and encouraging utilisation of BACP standards, competences and curricula

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amongst for example, members, training providers, commissioners and service provider organisations.

7. In consultation with HoPS and the Ethics and Good Practice Manager (E&GPM), to promote awareness and utilisation of the Ethical Framework for Counselling Professions and Good Practice resources both internally and externally and contribute to the implementation and review processes.
8. To support the HoPS at internal and external stakeholder meetings and to contribute to the work of the PS department, in order to develop and inform training standards across the profession and the related training field.

BACP Principal accountability:

- To be a BACP ambassador by upholding and demonstrating our values at every opportunity, through verbal, written and face to face communication.

Context:

Operating environment: The Professional Standards strategy includes creating an infrastructure for the future of training and practice in the counselling and psychotherapy professions based on defining standards, competences and curricula for core practitioner training and specialisms, supported by evidence-base competencies and underpinned by the Ethical Framework for the Counselling Professions. The competences and curricula that will be developed by the PSDF are an important part of delivering on both PS strategy and BACP strategic intents. The end products will be utilised by BACP members and non-members across the field including practitioners, services and training providers.

Framework & boundaries: One challenge of this role is that the professional standards strategy and the standards, competences and curricula development work needs to take account of any changes to current PSA accredited register scheme or any government initiative or legal requirements such as any move towards statutory regulation.

Organisation: see org chart

Relationships:

Direct reports: None

Manager: Monthly 121s, and ad-hoc when liaison and feedback on project progress is required, fortnightly management team meetings, monthly PS Team meetings, monthly Ethical Framework Implementation Group (EFIG) meetings

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Other contacts: Other bodies, ERGs, Execs, Training providers, service providers, members, internal and external stakeholders.

Knowledge & experience:

- Educated to MSc/MA level in counselling/psychotherapy (or other appropriate level for related professions), with knowledge of a range of counselling modalities.
- BACP accredited (or equivalent) counsellor/psychotherapist
- Data collection and data analysis skills
- Experienced counselling/psychotherapy trainer with knowledge of, and ability to write level appropriate curricula, learning outcomes, assessment criteria and training materials .
- Self-motivated, able to work independently and as part of a team
- Excellent inter-personal skills with an ability to present, communicate and engage at all levels either in person or using telephone/video conferencing.
- Ability to establish rapport with key stakeholders and to facilitate good working relationships.
- Experienced in planning, organising and project management, delivering to deadlines and service level agreements, coupled with the ability to be adaptable and flexible.
- Knowledge of contemporary education issues and qualification frameworks
- Able to travel as required throughout the UK to meet with a wide range of stakeholders
- Good level of computer literacy skills across different systems, MS Office including Teams and ability to learn and adapt to IT systems

Job challenge:

- Managing the competing demands and expectations within a project team and the counselling training and service sector.
- Competing resource demands on other key members, and how this can impact the implementation of the project plan within agreed resources and timescales.

Additional information:

Home workers & travel impact of part time working and communication between team members.