

Job description

Senior Counsellor - Becoming a Man

- Grade: PO2
- Reports to: BAM Programme Manager or BAM Service Manager (TBD)
- Direct reports: 0-3
- Your team: Becoming a Man (BAM) Team
- Service area: Young Islington
- Directorate: Children and Young People

Special requirements of the post

Workstyle: Front facing (High presence, three to four days a week)

- Colleagues with regular physical contact with residents and businesses in the borough and on-site, but some activities could be done remotely (such as paperwork)

Workstyle: Roaming (Medium presence, two days a week)

- Colleagues whose activities are a mix of remotely and periodic onsite work and/or meetings with third parties and businesses, going on site visits, and occasional resident engagement

This post requires a DBS check at the appropriate level (Enhanced with Barring)

This is a safety critical post and will be subject to the council's drug and alcohol policy

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

Senior BAM Counsellors deliver the BAM curriculum directly in schools and act as mentors and practice leads for newly appointed counsellors. They model high-quality facilitation, reflective practice, and fidelity to the BAM model, supporting the development of a sustainable UK-based BAM training function in partnership with Youth Guidance.

Key responsibilities

- Deliver the BAM curriculum to scholars through weekly group sessions (BAM Circles), one-to-one support, and special activities.
- Provide mentoring, guidance, and quality assurance support to BAM counsellors.
- Support training and onboarding of new counsellors, modelling best practice in youth engagement and safeguarding.
- Lead reflective supervision sessions and contribute to counsellor professional development.
- Collaborate with the Curriculum Specialist to ensure fidelity and continuous improvement.
- Maintain strong relationships with school leadership and pastoral staff.
- Contribute to evaluation processes through accurate data entry and reflective logs.
- Take a lead on safeguarding and wellbeing concerns within assigned schools, escalating as required.

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

Knowledge, experience, and skills

Point	Criteria description	Essential/desirable
1	Demonstrable experience delivering structured social-emotional or therapeutic programmes with young people.	Essential
2	Experience supervising or mentoring staff in education, youth, or mental health settings.	Essential
3	Deep understanding of trauma-informed practice and culturally responsive engagement.	Essential
4	Excellent facilitation and interpersonal skills.	Essential
5	Strong written and verbal communication.	Essential
6	Commitment to anti-racist, inclusive practice and lived experience leadership.	Essential
8	Qualification in counselling, youth work, psychology, or equivalent experience.	Desirable
9	Experience contributing to programme monitoring, evaluation, or research.	Desirable
10	Experience delivering interventions within schools or PRUs.	Desirable

Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.