



Student Counsellor

GENERAL JOB DESCRIPTION Duties and Terms & Conditions of Employment

1. PREAMBLE

Mary Immaculate College is an autonomous, university-level, Catholic College of Education and the Liberal Arts. Founded in 1898, and linked academically with the University of Limerick, MIC is the oldest higher education institution in Limerick. Significant expansion in recent decades has seen the College's offerings expand across two modern campuses, one based in Limerick City and one in Thurles, Co. Tipperary. The student community consists of more than 5,000 learners, participating in fourteen undergraduate degree programmes and several postgraduate programmes extending to PhD/Doctoral level. Academic staff engage in a wide range of academic research areas, and research underpins all teaching and learning at MIC.

MIC seeks to prepare its students for professional excellence and to nurture their capacity to lead flourishing lives.

2. CANDIDATE PROFILE & SCOPE OF THE POSITION

Mary Immaculate College wishes to create a panel for Student Counsellors from which all permanent and temporary vacancies will be filled. There are currently four **Student Counsellor** permanent positions available on a part-time, term-time, contract basis from the first day of the Autumn semester in early September to the last day of examinations in mid-May annually.

Mary Immaculate College provides a professional, on-campus Counselling Service available to all students, free of charge.

This service provides all students with the opportunity to talk in a confidential setting about any issues which they may not feel comfortable discussing with anyone else. A counselling relationship is one of warmth and safety, where a student feels supported and listened to.

Support is provided for many issues, such as: stress, panic/anxiety attacks, crisis pregnancy, eating disorders, bereavement, exam stress, depression, relationships, sexual/emotional/physical abuse, gender issues, bullying, confidence/self-esteem issues, feeling suicidal, family issues, addictive behaviours, and others.

Essential Qualifications, Experience & Skills:

1. Doctoral degree (minimum level 10 on the National Framework of Qualifications (NFQ)) or equivalent in clinical/counselling/educational psychology with chartered accreditation with the Psychological Society of Ireland (PSI)/BPS British Psychological Society (BPS)

OR

A completed qualification in counselling or psychotherapy (minimum level 8 on the National Framework of Qualifications (NFQ) and full accreditation with Irish Association of Counselling and Psychotherapy (IACP) or one of the disciplines within the Irish Council for Psychotherapy (ICP).

2. A minimum of 2 years' experience of working within student counselling or equivalent as a key role of their work (e.g., with young adults/older adolescents).
3. Experience in working with complex mental health needs, risk management, crisis management, and referral skills.
4. Excellent communication and interpersonal skills with the ability to work with a wide range of stakeholders and as part of a team.
5. The ability to provide therapeutic work via phone and online as well as in person with the ability to independently manage a large clinical caseload.
6. The ability to reflect on practice in order to facilitate personal learning, professional development and service improvement.
7. Possess solid organisational and time management skills, an ability to work in a busy clinical environment, to respond in a flexible manner to emerging needs, ability to adapt to change, to prioritise, complete tasks and meet deadlines.
8. Excellent ICT skills with experience of using an electronic database and client outcome measures.

In addition, it is desirable that applicants have:

1. Research and/or project management skills
2. An interest in, and experience of, equality, diversity and inclusion issues, including mental health stigma reduction, non-traditional students, international students, etc.
3. Experience in training, group work interventions and providing psycho-educational workshops.

*Cuirfear fáilte roimh iarratais ó dhaoine go bhfuil dearcadh dearfach acu i leith na Gaeilge.
Applications are welcome from people who have a positive outlook to Irish.*

Please note that current government policy may have implications for the re-employment of applicants who are currently in receipt of a public sector pension.

3. JOB DESCRIPTION

Reporting Relationship

The appointee is required to carry out the duties attached to the post, under the general direction of the Head of Counselling to whom they report to, and to whom they are responsible to for the performance of these duties in the first instance. The appointee will also report to the Director of Student Life.

The appointee will report through the Director of Student Life to the College President and/or to such other College Officers as the President may designate from time to time. The appointee will liaise with the Vice Presidents, Deans, Heads of Departments, Course Leaders and other College personnel and with relevant College bodies in carrying out the duties attaching to the post.

The reporting relationship may be subject to review from time-to-time, in line with service needs and developments in the College.

Duties and Responsibilities

- To provide individual counselling to students with emotional, psychological, academic, or personal development needs.
- To provide assessment and intervention.
- To maintain case records and statistical data as required by the College.
- To provide group counselling to students with a view to helping their academic progress and personal/social development.
- To collaborate with staff in the design delivery of student seminars/workshops on life skills/personal development, stress management, presentation skills, examinations' techniques, etc. etc.

- To collaborate with staff in the design and provision of special programmes/projects, for example, induction, peer mentoring, etc.
- To assist the College in anticipating, identifying and providing conditions that will facilitate the wellbeing and success of students and in developing preventative and educational programmes for students.
- To be involved in the preparation and provision of special training/information seminars for staff.
- To support and provide training to student groups such as Student Union Officers, Class Reps
- To contribute to the evaluation, consumer satisfaction and research relating to the Student Counselling Service.
- To liaise with and make referrals (as appropriate) to academic, administrative, support services staff within the Institute, and to external agencies.
- To maintain appropriate levels of external supervision.
- To participate in regular in-service consultation, case review, ongoing training, and professional development.
- To participate in Student Counselling Services team meetings.
- In the context of the Student Counselling Services procedures and policy, to liaise with and refer students to external services, as appropriate.
- Attend College board meetings and committees, as required

The list of duties and responsibilities as detailed is not exhaustive. The performance of the entire range of duties is not necessarily confined to any one individual, as the work requires that the staff function in a flexible manner, and work together as a team. The College retains the right to assign new duties and/or to re-assign staff to other areas of the College, in response to service needs.

4. TERMS AND CONDITIONS OF EMPLOYMENT

General

All persons employed will sign an appropriate contract, which will contain terms and conditions of the employment. A job description is given to all applicants for employment and this will form part of the contract documentation.

Place of Work

The appointee's place of work will be Mary Immaculate College, Limerick. The College reserves the right to require the post holder to work from any other location. It is a requirement of the College that the appointee must reside within a reasonable distance of the College.

MIC operates a blended working policy which offers scope for the post holder to combine office attendance with remote working, subject to the provisions of the policy.

Exclusivity of Service and Outside Work

The person appointed will be required to devote their full-time attention and abilities to their duties during their working hours in the College, and to act in the best interest of the College at all times. Therefore, for as long as the successful applicant is employed by the College, they may not, without the prior written consent of the College, be actively engaged or concerned in any way, either directly or indirectly, in any other business or undertaking where this is or is likely to be in conflict with the College's interests or the performance of the employee's duties.

The appointee will not, during their tenure of office, undertake paid outside work unless they have received the permission of the Vice President Administration and Finance (VPAF) of Mary Immaculate College to

undertake such work on the terms and conditions as agreed for the particular undertaking in question. In every case, it is the duty of the appointee to seek in writing the prior permission of the VPAF. It is also the duty, in every case, of the appointee to inform the person or body for whom the work is being undertaken, that the work is being conducted in a private capacity and that the College cannot in any circumstances be responsible for such work.

Probationary Period

The appointment is subject to satisfactory completion of the standard 6-month probationary period. This probationary period may be extended at the discretion of the College but will not in any case exceed 11 months. Absences during the period of probation will extend the probationary period. Performance and conduct during the probationary period will be monitored through a process of assessment meetings. Termination of employment during the probationary period will be at the discretion of the College. An abridged version of the disciplinary procedure will apply to employees on probation who have been employees of the College for less than 12 months.

Hours of Attendance

Full time hours are 35 hours per week.

This is a part-time appointment. Part time hours are 17.5 hours per week (0.5 FTE). This will include a minimum number of student contact hours. The post holder will be required to participate in a rota attendance to accommodate service needs. The normal hours of duty will be 2.5 days per week, Monday to Thursday, 9am to 5pm with a 1-hour lunch break each day and Friday 9am to 4.45pm with a 45-minute lunch break. On the days the appointee is required to work a half day the hours of work will be either 10am to 1.30pm or 1.30pm to 5pm. The appointee is expected to be flexible in this role in order to meet the needs of the College including the requirement to provide rota cover from time to time, and in this instance, as much notice as is reasonably practicable will be provided. However, the duties attaching to the position are such that the post holder may be required to work evenings/weekends on occasion to accommodate service needs. No overtime will be paid for additional hours worked.

The College reserves the right to adjust starting and finishing times or days of duty to meet service needs.

Salary

The Salary scale for this position has been approved by the Department of Further and Higher Education, Research, Innovation and Science and the Higher Education Authority in line with Government Policy on Public Sector remuneration. The rate of remuneration may be adjusted from time to time in line with Government pay policy. The appointment will be made on the salary scale at a point in line with current Government Pay Policy. New entrants to the Civil or Public Sector, as defined in Circular 18/2010, will commence on the first point of the salary scale.

The grade for the post of **Student Counsellor** is Senior Executive Officer.

With effect from 1st March 2023, the annual salary scale for the grade of Senior Executive Officer (Grossed up) is:

€55,022, €56,367, €57,939, €59,517, €61,096, €62,508, €63,945, €65,344, €66,736, €69,128 (LSI 1), €71,530 (LSI 2)

Increments are awarded in line with national pay agreements.

Salary will be paid on a monthly basis on the 25th of each month, or the previous Friday if 25th falls on a weekend, using the Paypath facility. Payment of salaries and wages are subject to statutory deductions, i.e. Income Tax (PAYE), Superannuation Contributions, Pay Related Social Insurance (PRSI) and Universal Social Charge (USC).

Superannuation

New entrants appointed will be required to participate in the Single Public Service Pension Scheme and pay Superannuation contributions at the appropriate rates in accordance with the provisions of the Public Service Pensions (Single Scheme and Other Provisions) Act, 2012. Details of this scheme can be obtained from the College's website.

All other eligible appointees are automatically included in the Colleges' of Education Pension Scheme on taking up appointment. In compliance with the Colleges of Education Pension Scheme, deductions amounting to 6.5% are made from salary.

Appointees who commenced employment in the public service between 1st April 2004 and 31st December 2012 and have not had a break in employment of greater than 6 months will have no mandatory retirement age. Appointees who commenced employment in the public service after 1st January 2013, either for the first time or are re-employed after a break of greater than 6 months will have a mandatory retirement age of 70.

The appointee will be required to pay Additional Superannuation Contribution (ASC) under the provision of Public Service and Pensions Act 2017.

Annual Leave

The annual leave entitlement for full time staff at this grade is **29** working days per leave year.

Annual leave should be taken when students are off campus and the taking of leave must have the prior approval of the relevant Line Manager. Public Holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997.

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Sick Leave

Employees who have a minimum 3 months continuous employment with the College may be granted sick pay subject to the terms of the Public Service Sick Leave Scheme. Sick pay is contingent on full cooperation and compliance with the College's absence management procedures.

Confidentiality

In the course of working in Mary Immaculate College, the person appointed may have access to or hear information concerning staff and/or students and/or the functioning and the business of the College. Such information acquired in the course of employment with the College, including any aspect of the College's responsibilities or operations, is considered to be confidential information. On no account must information concerning students, staff or other College business be divulged or discussed except in the performance of normal duties and, unless authorised to do so, this information shall not be communicated to a third party. In addition, records must never be left in a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

Health & Safety

Mary Immaculate College attaches the highest regard to the safety, health and welfare of its employees. It is the duty of each employee to take reasonable care to protect the health and safety of themselves and of other people in the workplace. Each employee must comply with all health and safety policies and procedures in operation in Mary Immaculate College and familiarise him/herself with the Safety Statement.

Employees are obliged to wear any PPE (Personal Protective Equipment) that they may be provided with and no person shall intentionally or recklessly interfere with or misuse any appliance, protective clothing or other equipment provided in the workplace for health and safety purposes. Employees are statutorily/legally obliged to ensure that any accidents/incidents which may occur are reported promptly to the Health and Safety Officer on the MIC Accident/Incident Report Form.

College Policies, Rules and Regulations

The College is a Public Sector employer and is bound by National Agreements. It is also bound by regulations, circulars and directives issued on behalf of Government by the Department of Finance, the Department of Education & Skills and the Higher Education Authority.

Employees are at all times subject to the provisions of the Code of Conduct for Staff, College policies, rules and regulations. These policies include but are not confined to Disciplinary & Grievance Policies, Dignity at Work, Examination Rules & Regulations, Policy on Responsible Computing and Use of Information Technology Facilities. All policies are outlined on the College's Staff Portal for College employees. All employees are required to familiarise themselves with the contents of Policies and Procedures, on the College's Staff Portal.

Termination of Employment

At least two calendar months written notice is required to resign this post.

On the termination of employment but before departing from the College, staff members are required to return to the College all books, reports, memoranda, correspondence, papers, records, reports, files including data held on electronic files, computer disks, electronically recorded discs, and any other documentation, and all other property, including office keys, belonging to the College or relating to its business or affairs which are in the possession of a staff member or under their control when the employment is terminated.

5. APPLICATION AND SELECTION PROCESS

Method of Selection for Recommendation

Shortlisting

An expert group will convene to conduct shortlisting of applicants, measured against pre-determined criteria.

The criteria that will be used to shortlist candidates for this appointment are:

- Doctoral degree (minimum level 10 on the National Framework of Qualifications (NFQ)) or equivalent in clinical/counselling/educational psychology with chartered accreditation with the Psychological Society of Ireland (PSI)/BPS British Psychological Society (BPS)

OR

A completed qualification in counselling or psychotherapy (minimum level 8 on the National Framework of Qualifications (NFQ) and full accreditation with Irish Association of Counselling and Psychotherapy (IACP) or one of the disciplines within the Irish Council for Psychotherapy (ICP).

- A minimum of 2 years' experience of working within student counselling or equivalent as a key role of their work (e.g., with young adults/older adolescents).
- Experience in working with complex mental health needs, risk management, crisis management, and referral skills.
- The ability to provide therapeutic work via phone and online as well as in person with the ability to independently manage a large caseload.

While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, the College may decide that a limited number will be called to interview. This is not to suggest that other candidates are necessarily unsuitable to

undertake the job, rather than there are some candidates, based on their application, appear to be better qualified and/or have more relevant experience. It is incumbent, therefore upon the applicant, to ensure that all relevant information is included in their application and that they clearly identify how they meet the specified candidate criteria.

The selection process may include an aptitude assessment of one or more of the essential competencies for the post.

Interview

A recommendation for appointment will be made by an Interview Board. The appointment will be based on this recommendation, except where considerations of health or an unsuitable record in previous employment warrants a departure. A panel will be formed from which all permanent and temporary appointments to the position of **Student Counsellor** may be filled during the life of the panel (12 months).

Candidates must produce satisfactory documentary evidence of all training and experience claimed by them, if required.

Medical Examination

For the purpose of satisfying requirements as to health, successful candidates, before being appointed, may be required to undergo pre-employment health screening.

Garda Vetting

All successful applicants may be required to participate in Garda vetting. Specific instruction on this process will be given at the appropriate time. Applicants who do not comply with the College's requirements in this regard will be excluded from consideration for appointment. Applicants who have resided outside Ireland for a cumulative period of 36 months or more over the age of 18 years must furnish a Foreign Police Clearance (FPC) from the country or countries of residence. Please note that any costs incurred in this process will be borne by the applicant.

Applicants Outside European Economic Area (EEA)

Mary Immaculate College welcomes applications from candidates outside the EEA, however such applicants should familiarise themselves with relevant Government policy before making an application. Further information from the Department of Enterprise, Trade and Employment is available here: [Economic migration policy - DETE \(enterprise.gov.ie\)](https://www.enterprise.gov.ie/en/economic-migration-policy)

Making of Applications

Applications must be submitted on an official application form in typed format. Handwritten or incomplete applications will not be accepted. Application forms for this post may be downloaded from the Mary Immaculate College website www.mic.ul.ie/about-mic/vacancies Applications must be submitted by e-mail to recruitment@mic.ul.ie with the subject title **Student Counsellor** no later than:

2 p.m. on Wednesday 14th June 2023

The Human Resources Office will acknowledge receipt of your application by sending an email to the email address provided. Please be sure to check Spam and Junk folders as it may be redirected here by your account preferences. If you do not receive an acknowledgement of your application form within 2 working days, please contact hr@mic.ul.ie

Late applications will not be accepted.

The College will not be responsible for any expenses, including travelling expenses, which candidates may incur in connection with their candidature.

Any attempt by a candidate either personally or through any other person, on their behalf, to canvass or otherwise influence the outcome of the selection/interview process in their favour will lead to disqualification from the competition. Any representations made on behalf of a candidate, without their knowledge will be ignored.

Mary Immaculate College is an equal opportunities employer.

Mary Immaculate College holds an Athena SWAN Bronze Institution award in recognition of our commitment to advancing equality and opportunity for all in higher education.

May 2023