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| Ref.: |

**PERSON SPECIFICATION**

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| --- | --- | --- | --- | --- |
| Job Title: | Family, Children/Young Person Support Worker | | | |
|  |  |  |  |  |
| Location: | Office & Refuge Locations |  | Review Date: |  |
|  |  |  |  |  |

**Knowledge and Qualifications:**

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| --- | --- | --- | --- |
|  | **E** | **D** | **Method of Assessment** |
| * Professional social care or health qualification or equivalent |  | **✓** | A |
| * Up to date knowledge of current government sector initiatives and an understanding of the applicable legislative and regulatory frameworks domestic violence services or social care, health care or housing | **✓** |  | A |
| * Knowledge and understanding of the impact of domestic violence on children and their development | **✓** |  | A |
| * Knowledge and understanding of domestic violence and the work undertaken by WAIL to support and empower women to move forward after fleeing from abusive relationships |  | **✓** | A |
| * Knowledge of interventions which may be used to support children, young people and families. | **✓** |  | A |
| * Knowledge of safeguarding procedures and processes. |  | **✓** | A |
| * Understanding of current public sector commissioning strategies/ processes and key drivers for change |  | **✓** | A |
| * Understanding the scope of service needs and possible outcomes for women and children affected by domestic abuse. | **✓** |  | A |

**Recent & Relevant Experience:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **E** | **D** | **Method of Assessment** |
| * At least 2-years’ experience of working with children families and young people affected by domestic abuse in a support capacity * Significant proven experience of providing direct emotional, practical and welfare support * Experience of identifying and responding to the risks to and needs of survivors of domestic violence * Experience of planning and managing own workload * Experience of working closely with partnership agencies * Experience of working in residential setting/refuge/women’s centre or similar agenda. | **✓**  **✓**  **✓** | **✓**  **✓**  **✓** | A/I  A/I  A/I  A/I  A/I  A/I |
|  |  |  |  |
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**Skills & Competencies:**

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|  | **E** | **D** | **Method of Assessment** |
| * Able to see things from the client’s perspective ensuring that services meet their needs and expectations. | **✓** |  | A/I |
| * Excellent skills in team building, communications, management and development to achieve team and client objectives | **✓** |  | A/I |
| * Excellent written and verbal communications skills and the ability to use MS software to produce reports, letters and presentations to a high standard | **✓** |  | A/I |
| * The ability to undertake research and to manage information effectively | **✓** |  | A/I |
| * Ability to identify commercial opportunities by developing and maintaining meaningful professional relationships and networks | **✓** |  | A/I |
| * Ability to influence situations, decisions and people at a local and locality level | **✓** |  | A/I |
| * Demonstrable problem-solving and analytical skills with the ability to work within a solutions-focussed approach | **✓** |  | A/I |
| * The ability to manage conflicting priorities and a busy schedule of activities and is able to prioritise and deliver against objectives. | **✓** |  | A/I |
| * Able to analyse service delivery to produce a logistical and methodical use of resources to ensure quality service delivery | **✓** |  | A/I |
| * Able to provide training to clients and other internal/external organisations | **✓** |  | A/I |

**Attitude:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **E** | **D** | **Method of Assessment** |
|  |  |  |  |
| * Flexible and adaptable to the needs of the clients and the organisation | **✓** |  | I |
| * Values diversity and demonstrates practical commitment to equality of opportunity. | **✓** |  | I |
| * Values Health and Safety and shows commitment to ensuring the provision of a safe working environment. | **✓** |  | I |

**Other:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **E** | **D** | **Method of Assessment** |
| * A commitment and willingness to undertaking appropriate development to enhance professional practice and to respond positively to the introduction of new policies and processes | **✓** |  | I |
| * Due to the sensitive nature if this role we will be considering female applicants only for this post in accordance with the provisions of the Occupational Requirement (Equality Act 2010, pursuant to schedule 9 part 1) | **✓** |  | A |
| * The postholder must be willing to work outside of their normal hours if required and to participate on an out-of-hours rota | **✓** |  | I |
| * A valid driving licence with access to a car for business use | **✓** |  | I |

**Key –**

[E] = Essential Criteria [D] = Desirable Criteria

Method of Assessment

[A] = Application (Form or CV) [I] = Interview [T] = Psychometric or other Tests