



PERSON SPECIFICATION – FAMILY SUPPORT WORKER

	Essential	Desirable	Evidence
Experience	<ul style="list-style-type: none"> Assessment of emerging need Working with children and young people in a variety of settings within Children's Services Multi-disciplinary work Work with children/young people and families experiencing emotional, personal or practical problems 	Working with groups & communities	A, I
Skills and knowledge	<ul style="list-style-type: none"> Ability to communicate effectively with a wide range of organisations and agencies, community groups, local people Ability to identify and manage risk Excellent interpersonal skills Ability to record work and produce analytical reports Ability to plan and manage an individual workload Comprehensive assessment skills, eg. Parenting programmes and assessments Clear understanding of child focused and Think Family care planning Group work skills and delivery of programmes Information technology Relevant service issues related to specific service user groups Welfare Benefits Relevant legislation Range of resources available 	<ul style="list-style-type: none"> Counselling, liaison, negotiating skills Youth Work Interventions Aspirations and careers work 	A, I
Personal Effectiveness	<ul style="list-style-type: none"> Ability to reflect on own practice and development Ability to travel, as required, between Departmental service outlets throughout the County. Ability to work flexibly across teams or functions Ability to speak fluent English in order to communicate fully in the role with clients and the public. 		A, I

Qualifications	<ul style="list-style-type: none"> • Level 3 qualification in a relevant subject • Children and Young People's Workforce • Early Years Educator • Youth Work • Health and Social Care 		A, I, D
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Assessed by: A = Application form I = Interview T = Test D = Documentary Evidence