

PERSON SPECIFICATION

Post Title	Research and Practice Improvement Intern	Band	8	Job Evaluation Reference	JE001
Required Attributes					
1. EDUCATION AND TRAINING				Essential	Desirable
Qualifications as an essential criteria can only be asked if it is a fundamental requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an indication of the knowledge required to perform the role and equivalent knowledge/experience* should be considered (i.e. SCQF Level 6 or equivalent knowledge/experience)					
*equivalent knowledge/experience can be gained in several ways including relevant work experience, voluntary or community activities, on-the-job or off-the-job training or full-time or part-time study					
- Educated to degree level in Education, Social Sciences, Social Policy, Community Learning and Development, Social Work or a related discipline, or equivalent knowledge and experience. - Evidence of undertaking research activities and analysis.				√	
- Postgraduate qualification in Education, Social Sciences, Social Policy or a related field. - Current PhD candidate or recently completed PhD.					√
2. KNOWLEDGE AND EXPERIENCE				Essential	Desirable
Consider what knowledge and experience is essential at the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
- Knowledge of corporate parenting responsibilities and relevant legislation. - Understanding of The Promise and its implications for policy and practice. - Knowledge of issues affecting Care Experienced Children and Young People. - Understanding of participatory, rights-based and relationship-based approaches. - Knowledge of self-evaluation and service improvement methodologies. - Experience of undertaking research, evaluation or policy analysis. - Experience of engaging stakeholders to inform service development. - Experience of producing reports and presenting information to a range of audiences. - Experience of collaborative working to achieve shared outcomes.				√	
- Knowledge of local authority structures and public sector governance. - Understanding of children's services, education, social work or youth work contexts. - Knowledge of workforce development and organisational change. - Experience of co-produced or participatory research. - Experience of working with Care Experienced Children and Young People.					√

- Experience of designing and delivering professional learning activities. - Experience of translating research findings into policy or practice improvement. - Experience of working within local government or wider public services.		√ √ √
3. SKILLS AND ABILITIES	Essential	Desirable
Consider what skills and abilities are essential the point of recruitment and what can be considered desirable and can be learned through on-the-job training		
- Excellent written and verbal communication skills. - Ability to analyse complex information and present findings clearly and concisely. - Strong report-writing, presentation and influencing skills. - Ability to develop practical, evidence-informed recommendations. - Strong facilitation skills, including workshops, discussions and learning activities. - Effective organisational and project management skills. - Ability to build positive relationships and engage effectively with young people, stakeholders and professionals from diverse backgrounds. - Ability to work independently, prioritise workload and manage competing demands. - Ability to work effectively as part of a multidisciplinary team. - Competent in the use of Microsoft Office applications and digital communication tools.	√ √ √ √ √ √ √ √ √ √	
- Experience of developing training resources, professional learning materials or reflective practice tools. - Ability to monitor and evaluate improvement activity and identify effective practice.		√ √
4. PERSONALITY FACTORS	Essential	Desirable
Include personality traits and interpersonal skills that align to the Councils Core Behaviours		
- Commitment to improving outcomes for Care Experienced Children and Young People. - Demonstrates integrity, professionalism and sound judgement. - Collaborative, respectful and inclusive approach to working with others. - Commitment to equality, diversity, inclusion and children's rights. - Creative and innovative approach to problem solving. - Resilient and adaptable in response to changing priorities and circumstances. - Enthusiasm for translating research into meaningful practice improvement. - Commitment to continuous learning, self-evaluation and improvement. - Demonstrates the Council's core behaviours, including being open, transparent, respectful and supportive.	√ √ √ √ √ √ √ √	
- Confidence in challenging existing practice constructively to support improvement. - Passion for research-informed policy and service development.		√ √
5. OTHER REQUIREMENTS	Essential	Desirable
Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc		
- Ability and willingness to travel throughout Dumfries and Galloway as required. - Commitment to safeguarding and promoting the welfare of children and young people. - Ability to obtain and maintain satisfactory PVG Scheme Membership where required.	√ √	

• Commitment to flexible and hybrid ways of working in line with service needs.	√	
• Full current driving licence with access to transport for business use.		√
Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours: • Strengthen – our Communities • Understand – our children's needs • Protect – our vulnerable people • Promote – equality and diversity • Open and transparent – at all times • Respect – our environment • Treat – each other with kindness		

Guidance:

A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.