

PERSON SPECIFICATION

Post Title	Youth Development Worker	Band	8 (unqualified) 9 (qualified)	Job Evaluation Reference	BM26(6)
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					
Relevant professional qualification to degree level or equivalent in Community Education / Community Learning and Development / Youth Work or willingness to work towards				✓	
Professional qualification recognised by CLD Standards Council or willingness to work towards					✓
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					
Moderate experience of working in a Youth Work setting				✓	
Identifying individual / community needs				✓	
Partnership working				✓	
Developing services with / for young people				✓	
Supervision and motivation of others					✓
Accessing funds / grant making bodies					✓
Community / Locality Planning					✓
Committee procedures within community groups					✓
National policies affecting the Youth Work Sector (Statutory Instrument; Strategic Guidance; Community Empowerment Act; National Youth Work Strategy)				✓	
The Third Sector				✓	
CLD Core Competencies				✓	
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		
Communication / presentation	✓	
Report writing	✓	
Working on own initiative	✓	
Basic accounts / budgeting	✓	
Problem solving	✓	
Capacity Building	✓	
4. PERSONALITY FACTORS	Essential	Desirable
Include personality traits and interpersonal skills that align to the Councils Core Behaviours		
Enthusiastic	✓	
Self-motivated	✓	
Team player	✓	
Flexible	✓	
5. OTHER REQUIREMENTS	Essential	Desirable
Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc		
Full UK driving license	✓	
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.