PERSON SPECIFICATION

Post Title	Senior Family Support Worker	Band	8	Job Evaluation Reference	G061(1)

Required Attributes		
1. EDUCATION AND TRAINING	**Essential**	**Desirable**
• **Qualifications as an essential criterion can only be asked if it is a <u>fundamental</u> requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an <u>indication</u> 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 SCQF Level 7 in Health and Social Care or equivalent knowledge/experience	✔	
Other relevant training on working with children and families including attachment, contact, child development	✔	
Evidence of ongoing development an commitment to own personal CPD	✔	
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 a range of assessment models	✔	
Knowledge of isues affecting individuals and their families/carers e.g. poverty, domestic abuse, substance misuse	✔	
Knowledge of child development	✔	
Knowledge of relevant legislation and national drivers	✔	
Supporting and working with vulnerable children and families.	✔	
Direct experience of child-care and multi-disciplinary working, relevant to specific post	✔	
Experience of working independently	✔	
Experience of co-ordination of care plan	✔	
Ability to use IT systems effectively	✔	
Work with families in a range of circumstances	✔	
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**		
Good assessment and planning skills	✔	

Work well with colleagues within Social Work and from other agencies and partnerships and represent the service where appropriate	✔	
Demonstrates a high standard of written and verbal communication and interpersonal skills	✔	
Flexible attitude and prepared to undertake work patterns to reflect the needs of the Service	✔	
Good workload management skills and the ability to work under pressure	✔	
4. PERSONALITY FACTORS	**Essential**	**Desirable**
• **Include personality traits and interpersonal skills that align to the Councils Core Behaviors**		
Confident and self-motivating	✔	
High standard of professional ethics and professional integrity	✔	
Ability to develop and maintain good working relationships across the organisation	✔	
Enthusiastic and Flexible	✔	
Ability to work on own initiative	✔	
Team player	✔	
5. OTHER REQUIREMENTS	**Essential**	**Desirable**
• **Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc.**		
Ability to travel & have access to vehicle/transport	✔	
Flexibility with regard to working patterns	✔	

Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviors:

• 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.