PERSON SPECIFICATION and ASSESSMENT FORM

Dumfries & Galloway COUNCIL

Candidate Name		**Post Ref No**	
Post Title	Youth Worker	**JE Ref**	G212(2)
Service	Communities	**Band**	6
Base	Dumfries & Galloway		

References	Name	*Good*	*Fair*	*Poor*
1				
2				

Requirements *Essential (E) or Desirable (D)*	**E**	**D**
1. Education and Training	Score	
Educated to SCQF Level 6 or equivalent, including English	✓	
Willingness to achieve locally recognised qualification	✓	
Relevant qualification in youth work		✓
2. Experience	Score	
Working with young people	✓	
Motivated and able to deliver activities in an informal setting	✓	
3 Skills and Abilities	Score	
Good communication skills	✓	
Ability to relate to and support young people	✓	
Willingness to gain understanding of current Youth Work practice	✓	

Requirements *Essential (E) or Desirable (D)*	**E**	**D**
4. Knowledge	Score	
Issues affecting young people	✓	
5. Personality Factors	Score	
Team player	✓	
Flexible	✓	
Able communicator	✓	
6. Other Requirements	Score	
Ability to travel & have access to a vehicle/transport	✓	
Relevant PVG checks prior to appointment	✓	
Evening & weekend work	✓	

Guidance Notes:
A person specification may include any non-discriminatory factors that have previously been identified as necessary or desirable for the role. Remember that these can include factors such as judgement, motivation, leadership, social skill/maturity and creativity/ideas. Structure your interview and selection tests to examine each candidate's suitability for the role based on these criteria. To reach your decision rate each candidate and calculate their total score, including any weighting you have confirmed prior to interviews starting. Use the space overleaf to record how candidates react to questioning. Your assessment must consider only those factors you have explicitly identified above. All forms used to record the assessment of candidates must be retained for the selection file to show how decisions were reached.

Interviewer	**Date**	Candidate	

PUBLIC

Total Score	

person-specification_2012

PUBLIC