Person Specification

Job Title	Advocacy Worker		
Section	Community Services	**Date Reviewed**	April 2023

Attribute	Essential Criteria	Assessment Method	Desirable Criteria	Assessment Method
Education, Training and Qualifications	• SCQF Level 7 in relevant field (e.g., domestic abuse or violence against women, social care, counselling, advocacy, social sciences) or proven track record of providing direct support to vulnerable individuals in crisis intervention, information, or support	**Application + Interview**	• Completion of IDAA training	**Application + Interview**
Experience	• Previous experience of providing support and information to vulnerable people, including crisis intervention, assessment of risk, safety planning, carrying a caseload, multi-agency advocacy, support, and information • Previous experience of liaising with a range of partner agencies and advocating on service users' behalf	**Application + Interview**	• Previous experience of preparing and delivering presentations • Previous experience of supporting people through the court process	**Application + Interview**
Knowledge	• Demonstrate an understanding of the dynamics, impact and scale of domestic abuse and other forms of gender-based violence • Demonstrate an understanding of current legislation, policy initiatives and best practice in relation to child protection Demonstrate an understanding of and commitment to equal opportunities and anti-discriminatory practice • Demonstrate an understanding of the different skills required for working with survivors of abuse over the telephone compared with face to face • Demonstrate a thorough understanding of Microsoft Office (e.g., Word, Excel, PowerPoint)	**Application + Interview**	• Demonstrate an understanding of the criminal justice process • Demonstrate an understanding of current legislation, policy initiatives and best practice in relation to gender-based violence	**Application + Interview**

Skills and Competencies	• Demonstrate excellent organisational skills, including the ability to prioritise under pressure and to work to tight deadlines • Demonstrate a non-judgmental and empathetic approach • Demonstrate ability to anticipate problems and identify solutions to minimise problems • Demonstrate ability to be flexible, manage change and adapt to new ways of working • Demonstrate ability to work on own initiative and as part of a team • Demonstrate excellent written and verbal communication skills • Demonstrate ability to manage personal wellbeing in a challenging work environment • Demonstrate ability to recognise and maintain professional boundaries • Demonstrate ability to use counselling skills when supporting survivors of abuse	**Application + Interview + Assessment**	• Demonstrate ability to use active listening skills and open-ended questions to ensure complex issues are understood	**Application + Interview**
Job Requirements	• A requirement to work a variable shift pattern which includes weekend working • Non-Police Personnel Vetting Level 2	**Application + Interview**		

disability confident EMPLOYER