PERSON SPECIFICATION – Child and Family Worker

Essential Criteria	*Desirable Criteria*	*Means of Assessment*
Qualifications		
	A relevant qualification at SCQF level 6 or above	Application
Experience		
Experience of direct work with children and/or vulnerable families or problematic drug/alcohol users.		Application/Interview
Experience of direct work with vulnerable families to support improved capacity to parents.		Application/Interview
Experience of working collaboratively with other professional agencies		Application/Interview
	Experience of community development work	Application/Interview
Knowledge		
The post holder will have sound knowledge of the child developments and the early years and primary year's work and relevant theory in attachment and parenting		Application/Interview
The post holder will have a working knowledge of drug/alcohol use and its effects on family functioning, in particular in relation to children and the impact on parenting.		Application/Interview
Skills/Ability to:		
Recognise and respond to the effects of deprivation, trauma and the environment on service users' functioning		Interview/application
Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications	Microsoft Word Outlook	Interview/application
Demonstrate good verbal and written skills and the ability to		Interview

Essential Criteria	*Desirable Criteria*	*Means of Assessment*
communicate clearly and sensitively as appropriate		
Demonstrate ability to work within established systems of work, including the ability to promote positive behaviour		Interview
Initiate, engage in and promote meaningful activities for service users		Interview
Develop and maintain appropriate relationships with colleagues and other agencies		Interview
Engage in reflective practice		Interview
To deliver services in a way which enables and empowers the service user		Interview
Assess needs		Interview
Demonstrate self motivation, team working and ability to use initiative		Interview