JOB DESCRIPTION

POST: Project Worker

DIVISION: Children and Families

RESPONSIBLE TO: Service Manager

SALARY: C-11 £30,602 - £35,778

CONTRACT: Permanent (current funding until Nov 2027)

LOCATION: East Ayrshire (office base in Kilmarnock or Cumnock)

Children First - Vision and Values

Children First is Scotland's national children's charity. We stand up for every child because all children should have a safe childhood. We protect children from harm and support them to recover from trauma and abuse through our national and local services. We help children, their families, and the people that care for them by offering emotional, practical, and financial support. We give children hope and a safer, brighter future.

Our core values guide how each one of us works in our individual day to day job:

- With love, we put children first.
- With purpose, we transform children's lives together.
- With strength, we do whatever it takes to protect Scotland's children.

Diversity Equity and Inclusion

At Children First, we are committed to building a representative, inclusive and authentic workplace open to applications from all sections of society. We believe in the potential of everyone regardless of; sex, race, religion or belief, ethnic origin, ability, family structure, socio-economic background, age, nationality, marital status or civil partnership, sexual orientation, gender identity, or any other aspect that makes you who you are.

We envision a diverse and inclusive Children First where we cultivate a true sense of belonging and connection for and between our teams, children, young people, families, and communities we work with.

Role Summary

The Project Worker will be part of the Family Group Decision Making (FGDM) team in East Ayrshire supporting families to sustain and review the plans they have developed through the Family Group Decision Making process. The post holder will provide relationship-based, strength-focused support to children, young people, families and their wider support networks.

The role will focus on helping families overcome barriers, strengthen relationships, connect with community resources and maintain progress towards their plans. The Project Worker will promote family-led solutions, build resilience and support families to safely care for and nurture their children within their own family and community networks. Drawing on family-led planning and strengths-based approaches reflected in FGDM practice and Children First's wider family support model.

This is a relationship-based role where listening, curiosity, compassion and belief in families are as important as practical support.

Key Results Areas

Supporting Family Plans

- Work alongside families following Family Group Decision Making to support implementation of agreed plans and goals.
- Assist family members to identify strengths, resources and practical actions that contribute to sustaining family plans.
- Assist families access the physical, emotional and financial resources that will keep their children safe and happy.

Relationship-Based Family Support

- Build trusting, respectful and compassionate relationships with children, young people and family members.
- Work in a trauma-informed and with a strength-based approach.
- Promote confidence, resilience and problem-solving within families.
- Support family members to improve communication and strengthen relationships.

Child-Centered Practice

- Ensure children's views, wishes and feelings remain central to decision making.
- Support children and young people to participate meaningfully in decisions affecting them.

- Advocate for children's rights and promote their inclusion in family discussions and reviews.

Community and Network Development

- Assist families to strengthen and expand their natural support networks.
- Encourage participation in community activities that reduce isolation and promote wellbeing.
- Help families identify sustainable supports beyond statutory services.

Corporate Responsibility

- Be committed and adhere to Children First vision, mission and values.
- Comply with Children First Safeguarding policies and procedures.
- Comply with Children First Code of Conduct and any relevant professional standards relating to the role.
- Actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Children First Participation Standards.
- Actively consider the involvement of volunteers in all areas of our work and implementing the Children First Volunteer Development Policy.
- Observe all health and safety requirements.
- Work within and promote policies in relation to Diversity Equity and Inclusion and anti-discriminatory practices.
- Undertake any other reasonably required duties as instructed by line manager or someone acting on their behalf, in addition to the role specific responsibilities detailed below.

What We're Looking For

We are looking for a skilled and compassionate Project Worker who can deliver high-quality individual, family and group-based support to children, young people and families. You will build strong, trusting relationships using a trauma-informed, strength-based approach, ensuring children and families feel listened to, respected and supported. You will be a responsive and flexible practitioner, able to offer support at times of need and when families are available, recognising that engagement often happens outside of standard routines.

- **Person Specification**

Need to Have (*Qualifications and Experience*)	Need to Show (*Skills*)	Need to Know	Need to Be
• Diploma in Social Work or a relevant professional qualification (e.g., Health, Education, Community Education) at SCQF level 9. • Experience in statutory settings and with children • Experience of working with families when there are safeguarding and wellbeing concerns • Experience working alongside volunteers, and students. • Experience working in restorative and trauma informed environments. • Experience of solution focussed and strengths based practices	• Direct experience working with children and young people in various settings, supporting families and networks collaboratively. • Experience conducting group and/or family work with children, young people and families in adversity. • Experience attending meetings regarding children and young people. • Experience helping children and young people share their views and participate in decisions affecting them. • Experience in multi-agency working, particularly in risk identification and management.	• Knowledge and understanding of how children and young people develop, their needs and associated risk factors, and understanding vulnerability and promoting resilience. • Child protection and care planning processes, systems, and agencies • Relevant childcare legislation and guidance relating to children's rights. • Awareness of national government policies and priorities and implications for practice • Knowledge of theoretical framework for working therapeutically with children, young people and their families • Knowledge of services and issues relevant to the needs of children and young people • Knowledge of Statutory social work role and function	• Flexible in approach to work • Committed to and understand the principles of working with volunteers and students. • Be able to drive and have access to a car. • Committed to Children First approach and the relational nature of our work. • Confident and able to form effective and credible relationships with all levels of staff • Aware of personal responsibility in relation to health and safety.

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