Person Specification – Family Support Worker, Mother and Child Recovery House

Essential	Desirable	Means of Assessment
QUALIFICATIONS		
Must be working towards or be willing to work towards: a relevant professional qualification at SCQF level 7 or above (SVQ3 Care plus an HNC)	A relevant professional qualification at SCQF level 7 or above (SVQ3 Care plus an HNC)	Application/interview
EXPERIENCE		
Demonstrate some experience of working with young people in a community or residential setting.		Interview/test
EXPERIENCE		
A working knowledge of drug/alcohol use and its effects on women and children.		Interview/test
EXPERIENCE		
Experience of direct work with vulnerable families to support improved capacity for women and children and of working collaboratively with other professional agencies.		Interview/test
SKILLS		
Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications		Interview/test
Demonstrate good Communication skills- verbal and written		Interview/test
Demonstrate self motivation		Interview
Demonstrate an ability to: • Work in a therapeutic way with children and young people and use contemporary theory to inform their practice;		Interview/test

• Develop and maintain appropriate relationships, with women, children, colleagues and other agencies; • Put learning and development into practice and work in a solution focused, person centred way; • Recognise and respond to the effects of abuse, deprivation, trauma and the environment on women and children		
Demonstrate ability to work within established systems of work, policies and procedures, including the ability to promote positive behaviour		Interview/test
Demonstrate the ability to initiate, engage in, and promote meaningful activities for children and young people;		Interview/test
Demonstrate ability to engage in reflective practice		Interview/test
Deliver services in a way which enables and empowers the service user		Interview/test
Demonstrate ability to carry out needs assessments;		Interview/test
Work autonomously and as part of a team;		Interview
Use initiative and make judgments drawing from skills, knowledge, experience, learning and development.		Interview
	Hold a UK driving licence, have use of own vehicle and have at least 6 months recent driving experience	Application form/interview

	(12 months required to drive company vehicles)	