

PERSON SPECIFICATION

LAST UPDATED 23 JULY 2021



	Group Facilitator	Essential	Desirable	How identified
	Knowledge/ability			
1	An understanding of the nature of domestic violence and its effects on women and children	E		A/I
2	An understanding of why men use abusive behaviours towards women in relationships and the range of models used in addressing this behaviour	E		A/I
3	An understanding of risk factors in perpetrators of domestic violence		D	A/I
4	An understanding of the criminal justice system in relation to domestic violence and the other legal options available to women experiencing domestic abuse		D	A/I
5	An understanding of the child protection system		D	A/I
	Experience			
6	Experience of providing one-to-one counselling, or group work with men		D	A/I
7	Experience of co-facilitating groups		D	A/I
8	Experience of working with domestic violence and abuse or child protection		D	A/I
9	Experience of managing own work load and related admin	E		A/I
10	Experience in a related area, eg substance misuse, child protection, family support		D	A/I
11	Experience of liaising with social workers and other professionals from a range of statutory and voluntary agencies		D	A/I
12	Experience of working with men on the issues of violence and abuse towards women		D	A/I
	Skills			
13	The ability to communicate clearly with a range of people both over the telephone and in person, sometimes over sensitive and/or complex issues	E		A/I
14	The ability to organise your own workload and use your own initiative	E		A/I
15	The ability to work as part of a team	E		A/I
16	The ability to manage your own administration, to use a computer, particularly word processing packages and to maintain effective administrative systems	E		A/I
17	Skills in group work, or the ability to develop these skills		D	A
	Personal characteristics			
18	Demonstrate an understanding of Anti-Discriminatory Practice in employment and service delivery and a commitment to implementing Anti-Discriminatory Practice in relation to job responsibilities	E		A/I

19	Demonstrate an understanding of and a commitment to work in accordance with Splitz's Confidentiality and Equal Opportunities Policies	E		A/I
20	Demonstrate an understanding of and commitment to work in accordance with Splitz's objectives and principles	E		A/I
21	Demonstrate a willingness to work within an organisation which works both with male perpetrators of and with women who have experienced domestic violence	E		A/I
22	Demonstrate a willingness and ability to work flexibly	E		A/I

Applicants will be assessed against the person specification by the following methods:

A = application form

I = interview

P = presentation

As explained in the guidance notes the application form asks you to set out how you meet the qualities/skills outlined in the Person Specification AND IS THE MOST IMPORTANT PART OF YOUR APPLICATION. This is your chance to explain why you are suitable for the job. You should try to show how you meet the criteria set out in this person specification. Applicants who are able to provide examples of how they meet the criteria are more likely to be offered an interview. Consider all the relevant experience you have gained and make sure that you tell us about it.