

# PERSON SPECIFICATION

LAST UPDATED 4 JANUARY 2022



	<b>Children and Young Person's Therapeutic Support Worker</b>	Essential	Desirable	How identified
	<b>Knowledge/ability</b>			
1	Qualifications in Therapeutic Work with Children and Adolescents, Play Therapy, Youth Work Practice ( <i>or similar</i> ) or equivalent experience.		D	A
2	Knowledge of child protection and safeguarding.	E		A/I
3	Knowledge and understanding of domestic abuse and/or sexual violence and their impact.		D	A/I
4	Knowledge and understanding of trauma informed practice.		D	A/I
5	A knowledge and understanding of the challenges faced by the families you help.	E		A/I
6	A knowledge and understanding of the impact on children, young people and their families when having to move home due to domestic abuse.		D	A/I
	<b>Experience</b>			
7	Experience of working with children and/or young people.	E		A/I
8	Experience of working with victims of domestic abuse and/or sexual violence.		D	
9	Experience of assessing and managing risk.		D	A/I
10	Experience of working within a team particularly within a multi-disciplinary service or multi-agency network.	E		A/I
11	Experience in running group work programmes.		D	A/I
12	Experience of working with children and/or young people who have moved home due to domestic abuse, including those moving from refuge or currently living in temporary accommodation.		D	A/I
	<b>Skills</b>			
13	The ability to build and maintain rapport with adults and children.	E		A/I
14	Good communication and listening skills.	E		I
15	Organisation and problem-solving skills.	E		A/I
16	Ability to use email, Microsoft Office and other relevant IT systems.	E		A
17	Able to maintain personal and professional boundaries.	E		A/I
18	An understanding of confidentiality principles.	E		A/I

19	An understanding of learning styles and the ability to adapt your practice to suit the individual service user.	E		A/I
	<b>Personal characteristics</b>			
20	A willing and flexible approach.	E		A/I
21	Able to work as part of a team or alone, use initiative and manage and prioritize workload.	E		A/I
22	Be willing to undertake further training.	E		A/I
23	A commitment to making a positive difference to the lives of service users.	E		A/I
24	Access to a car for business use and a clean driving licence.	E		A
25	A willingness to travel across Wiltshire.	E		A/I

#### PLEASE NOTE

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.

Applicants will be assessed against this Person Specification by the following methods:

A = application form

I = interview