

	Domestic Abuse Behaviour Change Support Worker	Essential	Desirable	How identified
	Knowledge/ability			
1	Educated to NVQ 3 or equivalent experience	E		A
2	Knowledge of child protection and safeguarding	E		A/I
3	Knowledge and understanding of domestic abuse and its impact	E		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
	Experience			
6	Experience of working with vulnerable people	E		A/I
7	Experience of working with perpetrators / offenders		D	
8	Experience of assessing and managing risk	E		A/I
9	Experience of multi-agency work	E		A/I
10	Experience of working within a team particularly within a multi-disciplinary service or multi-agency network		D	A/I
11	Experience in running group work programmes		D	A/I
	Skills			
12	The ability to build and maintain rapport with service users	E		A/I
13	Good communication and listening skills	E		I
14	Organisation and problem-solving skills	E		A/I
15	Ability to use email, Microsoft Office and other relevant IT systems	E		A
16	Able to maintain personal and professional boundaries	E		A/I
17	An understanding of confidentiality principles	E		A/I
	Personal characteristics			
18	A willing and flexible approach	E		A/I
19	Able to work as part of a team or alone, use initiative and manage and prioritize workload	E		A/I
20	Be willing to undertake further training	E		A/I
21	A commitment to making a positive difference to the lives of service users	E		A/I
22	Access to a car for business use and a clean driving licence	E		A
23	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