
Post: Community Family Support Worker – Personal Specification

Attributes	Essential	Desirable	Method of Assessment
Education & Training	NNEB, B-TEC, NVQ 3, or another Social Care equivalent in working with children/young people and their families.	First Aid qualification. Children/youth work.	A
	At least three years' experience working with families in a variety of settings.		A
Relevant Experience	A broad understanding of child development and the needs of children and their families.	Experience of Befriending/Mentoring.	I
	Experience in planning and participating in appropriate activities to meet the needs of children, young people, and their families.		A
	An understanding of the issues around parenting and raising a family and the needs of young people.	Experience of working within the "Framework for Assessment of children in need and their families" and safeguarding within child and adult services.	I
	Work with Children/ Young People with emotional and behavioural difficulties.		A, R
	Working with other agencies		A, R
	Managing challenging behaviours		A, R
	Supervising staff and volunteers		A, R
	Experience in planning and participating in appropriate activities and events to meet the needs of children, young people, and their families.		A, R
	Understanding and experience of carrying out monitoring and evaluation.		A, I
Special Qualities or Aptitudes	Good IT skills, Internet use and ability to use Microsoft Word, Power Point, Excel recording systems.	Able to set and work to goals without direct supervision	A, R
	Able to relate effectively to and communicate with a wide spectrum of people, quickly establishing positive relationships with all service users.	Able to adapt to changing priorities and circumstances	A, R
	A working understanding of safeguarding children, young people, and adults and how to establish and maintain appropriate professional boundaries.		A, I
	Ability to motivate self and others.	Outgoing friendly personality, sense of humour	I, R
	Sensitivity towards others, ability to work with people in a caring, compassionate, and non-judgemental manner.	Good range of interests and hobbies	I, R
	Good listening and negotiating skills, clear communicator both verbally and written form.	Interest in personal/professional development	A, I, R

	Able to contribute effectively to a team sharing of gifts and skills, working in an open and honest manner.		I, R
	Ability to remain enthusiastic, energetic, and flexible while working in challenging circumstances and environment.		I, R
	Physically fit and able to help with tasks in family homes, e.g., Decorating, moving furniture, heavy cleaning. (Note this role can be physically very demanding).		I
	Able to work flexibly between 7.00am and 8.00pm hours.		I
Any other requirements	A working understanding of equality and diversity with the ability to challenge discriminatory behaviour.		I, R
	Satisfactory enhanced DBS disclosure		R
	Access to a car for work purposes.		I