

Recruitment person specification

Post being recruited for: PrePare family Practitioner

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category

Essential

Desirable (not every post needs desirable requirements)

Experience

Experience in supporting families and their children.

Experience working in collaboration with parents and carers.

Experience in working in the field of addiction.

Ability to work independently and to prioritise work with competing demands.

Experience working in an integrated setting.

Experience working with people with complex personal circumstances.

Knowledge, skills and understanding	Knowledge of Getting It Right for Every Child (GIRFEC) Knowledge of child protection issues Good standard of verbal and written communication Ability to work under pressure. Proven ability to work as part of a team and with other agencies. Excellent organisational skills Understanding person centred practice. An ability to develop positive and robust relationships. Excellent assessment skills	Understanding and practice in Whole Family Approach. Knowledge and understanding of restorative practice. Knowledge and understanding of the impact of poverty. Knowledge and understanding of The Promise and how this impacts practice
Qualifications and training	SCQF level 8 or hold an equivalent professional qualification or equivalent experience in social services/children and families.	Training in areas such as Parenting Under Pressure, Motivational Interviewing, Trauma informed practice, Interviewing skills.
Job specific requirements	Interpersonal understanding Flexibility Emotional awareness Self confidence Team working Working within professional boundaries Ability to work computer systems and be IT literate Ability to work city wide	

