

Recruitment person specification

Post being recruited for: TEAM LEADER - EDUCATION WELLBEING SERVICE

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 of working independently using initiative. Experience of delivering outcome based family support. Experience of collaboratively working with others. Communicating clearly with others to identify and implement supports. Experiencing of managing a team of staff. Experience of managing resources.	Liaising with stakeholders and relevant partners to develop guidance and strategy to supporting wellbeing and maximising school attendance. Supporting GIRFEC child planning processes. Experience of listening to the views of stakeholders and using them to shape services. Using data for improvement.
Knowledge, skills and understanding	Sound knowledge of national policy related to supporting children and families. Sound knowledge of national policy related to maximising attendance. Clear understanding of the national GIRFEC framework and how it is implemented locally in Edinburgh. Clear oral and written communication. Well-developed ICT (Information and Communications Technology) skills. Effective and skilled partnership working where stakeholders have competing priorities, demands and expectations. Exceptional time management to successfully deliver effective and efficient services. Understanding of health and safety requirements, risk assessment and implementation of child protection guidance.	Understanding of key locality and learning community partnerships. Understanding of school systems. Knowledge of inclusive education in Scotland.

Qualifications and training	Holder of a recognised degree in a relevant subject or relevant experience.	
Job specific requirements	This is a post requiring adaptability and ability to exercise a considerable degree of planning, liaison and organisation. PVG Child Protection Level 4	