

EMPLOYEE SPECIFICATION:

Council Core Competencies:

These Council Core Competencies apply to all positions:

Being Customer/Client Focused

Working Effectively with Others

Managing Change

Taking Ownership and Responsibility

Communicating Effectively

Planning and Decision Making

These Council Core Competencies apply to positions with responsibility for managing people or resources:

Leading Others

Managing Performance and Developing others

Political Sensitivity

Communication Support Worker	Essential	Desirable
Experience	Experience of working with deaf children/young people Experience of working with people requiring interpretation from spoken English to BSL	Experience of contributing to the planning and delivery of projects or tasks.
Knowledge, Skills and Understanding	Ability to use a range of communication modes flexibly.	Knowledge and experience of Getting It Right For Every Child and Edinburgh's child planning process.

	Ability to work within a multi-disciplinary team. Ability to make informed decisions. Ability to work with children across a range of settings and sectors. Understanding the needs of children and responding appropriately. Ability to produce and maintain accurate records relating to communication and learning. An awareness of general Health & Safety and Child Protection policies Promotion of equality and an understanding of diversity issues relating to children and young people	
Qualifications and Training	Level 3/ SCQF level 6 or be able to demonstrate equivalent skills through experience. Minimum of Standard Grade/Nat 4 English or equivalent.	First Aid certificates
Job Specific Requirements	Develop effective relationships with children/young people and parents. Ability to ensure the child/young person's views	

	about their communication preferences is imbedded in communication support and plans. Ability to work in a sensitive and empathetic manner. Ability to create a stimulating environment which assists in the development of communication in children. Must demonstrate a commitment to continuous personal development. Ability to work unsupervised. Ability to adapt learning materials to make them more easily understandable. Use a range of equipment and ICT to support learning and communication.	
Applicants should always check the Job Vacancy Summary for any specific employee specification requirements for the advertised vacancy		