Recruitment person specification

Post being recruited for: Aftercare and UASC Children's Services Practitioner

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

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	Previous experience of work with care experienced children, young people and their families.	Working with children and young people with a high level of support need. Experience of working with Looked After children and young people. Experience of working in a Social Work setting. Experience of attending and contributing to meetings. Planning, delivering and evaluating groupwork. Working in collaboration with a range of partner providers and external agencies.
Knowledge, skills and understanding	Understanding of issues affecting young people who are Looked After and leaving care. Ability to communicate effectively with children and young people and other professionals. To be able to advocate on behalf of young people eligible for Aftercare services to ensure their rights are upheld.	Knowledge of child development and children's needs. I.T skills – competent in the use of Microsoft office and experience of using electronic databases.
Qualifications and training	Educated to SVQ level 3 or hold an equivalent professional qualification or equivalent experience in childcare.	

Job specific requirements	A commitment to ensure that service users' needs remain paramount. The ability to work in partnership with service users and other professionals. To be able to build and maintain trusted relationships with young people eligible for Aftercare services. To effectively monitor the wellbeing of young people eligible for Aftercare services and escalate concerns to the Team Leaders. To offer practical support and guidance to young people eligible for TCAC services The ability to work as a member of a team. A willingness to learn and a commitment to continuous professional development. Ability to manage time and meet deadlines.	