EMPLOYEE SPECIFICATION: DAS Men's Worker (Social Worker, Justice Services)

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		
Social Worker	**Essential**	**Desirable**
Experience	Previous work or student placement experience that demonstrates an ability to transfer knowledge, skills and practice Experience of multi-agency work Experience in risk assessment and multi-agency risk management responses.	Previous experience of working with adults or young people with challenging behaviour Previous experience of working with offenders Previous experience of working with men who have been abusive to their partner Experience of groupwork facilitation
Knowledge, Skills and Understanding	Understanding of the impact of domestic abuse on women and children Knowledge of relevant theories – including a gendered analysis of domestic abuse, why men abuse women in intimate relationships and the dynamics of power & control in abusive relationships. Ability to develop relationships, and maintain a boundaried and consistent approach working with and responding to people affected by trauma, whilst working to relevant risk assessment and other council policies and procedures	Knowledge of Scottish Government's National Outcomes and Standards for Social Work Services in the Criminal Justice system and other key policies and guidelines Knowledge of the research on effective practice with offenders Knowledge and understanding of the impact of trauma into adulthood Understanding the need for multi-agency systemic

	Skills to deal sensitively with issues arising from the impacts of, and women's responses to, domestic abuse in women who are also parents.	approaches in promoting women and children's safety Knowledge of child protection and vulnerable adult processes and procedures A recognition of the importance of working with perpetrators and the right for men to have an opportunity to change their abusive behaviour Knowledge of groupwork theory and skills in facilitating groups Good IT skills and experience of using Microsoft Office applications.
Qualifications and Training	Social work qualification recognised by the Scottish Social Services Council (SSSC) Registration with SSSC Adherence to the values and principles enshrined in the SSSC Code of Practice A desire to develop professional knowledge, skills and practice through training and continuous professional development opportunities	Previous training relevant to the post applied for
Job Specific Requirements	An ability to work prescribed standards set within the framework of NOS and the Criminal Justice Branch procedures and policy An ability to work to prescribed accredited standards and manuals and Criminal Justice procedures and policy Ability to take a lead role in and work alongside social workers to assist them in implementing Safe and	Driving Licence Understanding of the potential impact of trauma work on professionals, interpersonal relationships and the importance of selfcare, working in domestic abuse services

	Together principles, utilising components when they are undertaking assessments, interviews, documentation and case planning An understanding of the issues around managing change in self, others or organisations An understanding of professional and personal authority, how to exercise discretion and how to use it appropriately An ability to communicate and engage with others An ability to establish and maintain working relationships with clients An ability to reflect on practice – self, others and the organisation An understanding of assessment and management issues in relation to risk and need An ability to undertake assessments An understanding of anti-discriminatory practice An understanding of offending behaviour work which is victim focused.	
Applicants should always check the Job Vacancy Summary for any specific employee specification requirements for the advertised vacancy.		