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**PERSON SPECIFICATION**

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| **CATEGORY** | ESSENTIAL/DESIRABLE | METHOD OF ASSESSMENT |
| Education/Training Good standard of general education  A willingness to participate in training where learning needs are identified  Formal professional qualification i.e. Social work/Teaching/NVQ3 Children and Young People, PTTLS | E  E  E | Application form/certificates |
| **Experience**  Substantial experience supporting children and young people with complex needs  Working with clients exhibiting challenging behaviour | E  E | Application form/interview |
| **Knowledge**   * An understanding of safeguarding and child protection legislation and practice * Promotion and development of personal, social and educational programmes and opportunities with and for young people * Understanding of confidentiality as it pertains to vulnerable young people * Knowledge and understanding of the issues affecting young people’s lives * Experience of working face to face with young people * Ability to organise programmed activities to measured outcomes * Able to develop effective working relationships with young people and adults in a variety of settings * Ability to work as part of a team and on own initiative * IT skills including Microsoft office packages * The ability to communicate with a wide range of people including young people, their families and staff | E  E  E  E  E  E  E  E  E  E | Application form/interview |
| **Skills/Abilities**  An ability to motivate others and self  An ability to work as part of a team  PIP trained  THRIVE Practitioner  Good communication skills, verbal and written  Competent IT skills including accurate report writing  Good interpersonal skills  Listening skills  Commitment  Flexibility to meet the diverse needs of the service | E  E  D  D  E  E  E  E  E  E | Application form/interview |

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|  | ESSENTIAL/DESIRABLE | METHOD OF ASSESSMENT |
| **Other Relevant Factors**  A genuine interest and desire to bring about positive change for young people in line with SWIS Ethos ‘Believe, Achieve, Succeed’  Ability to travel according to the needs of the job with reasonable adjustments, if required, according to the Disability Discrimination Act | E  E | Interview  Application Form |

**South West Intervention Services is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**