



## PERSON SPECIFICATION - AFTER CARE WORKER

All essential criteria to be identified by application form and interview

ATTRIBUTES	RELEVANT CRITERIA	ESSENTIAL/DESIRABLE  *All essential criteria to be identified via application form and interview
<b>Education and Training</b>	NVQ 3 in Health & Social Care – children & Young People or the Diploma Level 3 Children / Young people Workforce OR Equivalent	Essential
<b>Work Experience</b>	At least 18 months experience of working with children and young people in a residential setting.  Experience of lone working and able to know use own initiative in decision making	Essential  Essential
<b>Skills and Knowledge</b>	Good communication skills (written and oral).  Ability to liaise with other agencies.  Ability to develop and maintain links with colleagues.  Some understanding of one's own motivation and behaviour, and how this affects other people.  Ability to foster a culture of self awareness by constructive feedback.  Knowledge of child care theory and a willingness to further develop learning.  An awareness/understanding of young people's behaviour as a result of traumatic experiences in their lives such as, abuse rejection, etc and knowing how to manage this.  A strong commitment to Equality and Diversity for staff and children and young people	Essential  Essential  Essential  Essential  Essential  Essential

Continued.....

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	<p>Child protection/safeguarding procedures.</p> <p>To be familiar with the principles that underpin therapeutic work with children and young people.</p> <p>Equal Opportunities issues.</p> <p>Possession of a full clean driving licence and access to own vehicle for work.</p> <p>Required to work out of office hours.</p> <p>Able to travel within the job.</p> <p>Counselling skills.</p> <p>Knowledge of local services/support agencies for young people</p>	<p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>

July 2019  
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