# **PERSON SPECIFICATION: Community Development & Reintegration Officer POST REFERENCE:SR-107048**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational / vocational / occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | * Relevant degree or professional qualification (NVQ level 3 minimum) in a related field (e.g. Community Development, Health Care, Social Work, equivalent overseas qualification). (F)
 | * Evidence of continuous professional development (F)
* Relevant degree in a related field (e.g Community Development , Health Care ,Social Work, equivalent overseas qualification .

 (F) |
| * **Work or other relevant experience**
 | * Evidence of a track record within a similar role (f), (I)
* Extensive experience of external fundraising and bidding for funding. (f), (I)
* Experience of risk management. (f), (I)
* Experience of working as part of a team, taking collective responsibility for meeting service or organisational objectives. (f), (I)
 | * Experience of coordinating interventions that support individuals to develop their personal capital. (F) (I)
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| * **Skills, abilities, knowledge and competencies**
 | * Knowledge and understanding of practice in relation to the delivery of high quality and responsive services(f), (I)
* Knowledge and understanding of quality frameworks, clinical governance, and policies relating to risk and the safeguarding of children and vulnerable adults. (f), (I)
* Knowledge of strengths based approaches (recovery, personalisation or desistance) and an understanding of the role or individuals and communities in supporting these. (f), (I)
* Knowledge of National Drug and Alcohol policies and agendas. (f), (I)
* Ability to understand financial, resource and risk implications when planning and developing services. (f), (I)
* Ability to develop effective partnerships both internally and externally. (f), (I)
* Ability to engage, consult and integrate with external stakeholders and communities. (f), (I)
* Ability to coordinate a flexible and outcomes-focused service to meet the needs of people from diverse backgrounds with multiple needs. (f), (I)
* Ability to provide reports and data (verbally, written and electronically) to a standard that is appropriate to a range of audiences (internal and external). (f), (I)
* The skill to negotiate at all levels. (f), (I)
* A commitment and contribution to the continuous improvement of service and business development. (f), (I)
* A commitment and contribution to the maintenance of high standards of care and service delivery. (f), (I)
* A commitment to the development of a learning environment (f), (I)
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| * + **General competencies**
 | * A commitment to equality of opportunity and anti-discriminatory practice. (I)
* A desire to work within, and develop, a culture that is positive , dynamic, forward thinking and outcomes-focused. (I)
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|  **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.