



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Personal Advisor - Integrated Children Looked After Service

GRADE: Band 6

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> • Diploma level 3 in health and social care, or willingness to work towards this. • Equivalent qualification in e.g. social care/teaching/nursing/youth and community work /nursery nurse • Educated to GCSE level or equivalent 	<ul style="list-style-type: none"> • Further further/higher education and/or professional attainment and certification 	<ul style="list-style-type: none"> • Application form • Certificates
Work Experience	<ul style="list-style-type: none"> • Experience of direct work with young people and their families • Experience of child protection and working within policies and procedures • Significant experience of working as a part of a team • Experience of engaging young people to ensure their voice is heard 	<ul style="list-style-type: none"> • Experience of working in multi disciplinary teams and settings 	<ul style="list-style-type: none"> • Application form • Interview • References • Young Person Panel
Knowledge/Skills/Aptitudes	<ul style="list-style-type: none"> • Ability to place the young person at the centre of all practice and decision making • Knowledge of current legislation in relation to young people leaving care • Awareness of child and adolescent development, family dynamics, mental health, substance misuse and domestic violence • Ability to establish working relationships with children, families and partner agencies 	<ul style="list-style-type: none"> • Awareness of thresholds, eligibility criteria, neglect, & significant harm • Understanding how and why systems, policies and procedures work • Demonstrates the ability to achieve outcomes and targets • Good understanding of current housing legislation and its application to young people leaving care • Good understanding of the welfare system and its application and impact on 	<ul style="list-style-type: none"> • Interview • Application form • References • Young Person Panel

	<ul style="list-style-type: none"> • Ability to support young people in to education, training and employment • Understanding of accommodation options and services available to young people • Ability to work with complex issues affecting young people and maintain the key professional role in coordinating support and interventions for young people • Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is not discriminatory • Awareness of relevant legislation and statutory guidance • Awareness of the role of key public agencies in safeguarding and promoting the welfare of children and young people • Good verbal and written communication skills • Ability to analyse information and contribute to / complete assessment reports • Skilled in managing competing priorities within timescales • Ability to use technology and ITC systems • Able to challenge and be challenged 	<p>young people leaving care.</p>	
<p>Disposition</p>	<ul style="list-style-type: none"> • Organised and able to organise others • Calm, considered, reflective and decisive • Approachable, able to listen and provide support and leadership to team • Transparent and accountable • Open to innovation and new ways of thinking • Able to delegate appropriately • Provides a positive example to others • Flexible approach to work, inclusive of change management that reflects a young person led service 		<ul style="list-style-type: none"> • Interview • References • Young person's panel

	<p>and enhanced support to young people.</p> <ul style="list-style-type: none"> Committed to the principles of equality and diversity 		
Circumstances	<ul style="list-style-type: none"> Full current driving licence or access to a means of mobility support Able to work outside of normal office hours Enhanced clearance from the Disclosure and Barring Service 		<ul style="list-style-type: none"> Application form Interview DBS check