



PERSON SPECIFICATION

Job title	Exploitation / Sex Work Lead
Hours	37.5 hours a week. This post may require some evening work and weekend work for which time off in lieu will be taken
Reports to	A Way Out / Durham & Tees Valley Community Rehabilitation Centre CRC

Evidence of meeting the selection criteria will be assessed via: application(A) interview/exercise(IE) or during probation period(P)	A	IE	P
The person will have the following qualifications, knowledge and experience:			
<ul style="list-style-type: none"> Level 3 (NVQ or A level) or equivalent in social care or another relevant discipline, or equivalent (may consider non-related Level 3 qualification or equivalent and relevant work experience). 	X	X	
<ul style="list-style-type: none"> An excellent understanding of the relevant client group, in relation to female offenders with level 3 complex needs. 	X	X	X
<ul style="list-style-type: none"> A good understanding of the relevant client group, in relation to females who have experienced sexual exploitation and/or experience of survival sex-work. 	X	X	X
<ul style="list-style-type: none"> Able to evidence experience of supporting the above detailed client group with regards to engaging with recovery services. 	X	X	X
<ul style="list-style-type: none"> Experience as care coordination or a support worker role within health, social care, offender or substance misuse setting. 	X	X	X
<ul style="list-style-type: none"> Knowledge and experience of Safeguarding practice (and willingness to undertake any further relevant training). 	X	X	X
<ul style="list-style-type: none"> Experience of managing professional self-care eg: attending regular clinical supervisions 	X	X	X
<ul style="list-style-type: none"> Identifying and assessing need using screening and assessment tools 	X	X	X
<ul style="list-style-type: none"> Relevant experience of developing outreach initiatives to meet vulnerable people 	X	X	X

<ul style="list-style-type: none"> • Relevant experience of taking a multi-agency approach and working in partnership with public and voluntary sector organisations. 	X	X	X
<ul style="list-style-type: none"> • Experience of working to targets. 	X	X	X
<ul style="list-style-type: none"> • Experience in using Microsoft Office Word, Office Outlook, Power point and excel. 	X	X	X
The person will have the following skills and abilities:			
<ul style="list-style-type: none"> • Excellent communication and interpersonal skills with the ability to establish and sustain contact with vulnerable people. 	X	X	X
<ul style="list-style-type: none"> • Be able to manage relevant stressful situations in a confident & controlled manner. 		X	X
<ul style="list-style-type: none"> • The ability to plan their own work, set priorities and complete them within given timescales. 	X	X	X
<ul style="list-style-type: none"> • Ability to be self-aware, monitor and manage professional and personal wellbeing. 	X	X	X
<ul style="list-style-type: none"> • Be able to work alone and use their initiative or work in a team 	X	X	X
<ul style="list-style-type: none"> • Have good organisational skills 	X	X	X
<ul style="list-style-type: none"> • Ability to facilitate change and empower service users by developing their confidence, knowledge and skills. 	X	X	X
<ul style="list-style-type: none"> • Passionate about working with vulnerable and at risk women and young people, particularly those with addictions. 	X	X	X
<ul style="list-style-type: none"> • Empathetic and non judgemental 	X	X	X
<ul style="list-style-type: none"> • Flexible and adaptable to working with a range of service users and in different contexts. 	X	X	X
<ul style="list-style-type: none"> • Hold a clean driving licence and has use of a car 	X	X	X

The following would be desirable:

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| • Experience of working within the voluntary sector. | X | X | X |
| • Training within motivational interviewing or psychotherapeutic interventions. | X | | X |
| • Able to work within, uphold and respect the organisation's values & ethos. | | | X |