



Child and Family Welfare Leader

Person Specification

KNOWLEDGE

	MOA A – application / I – Interview / R – reference / C - certificates	E – Essential D- Desirable
A proven knowledge and understanding of diverse needs and issues which create pressures for families (ideally in the Redcar & Cleveland area)	A/I	E
Knowledge and understanding of legislation, guidance and practice relating to safeguarding and looked after children.	A/I	E
Proven knowledge and understanding of maintaining concise, accurate records and data collection.	A/I	E
Knowledge of children's social work services, referrals, procedures and thresholds.	A/I	E
Knowledge of available local support services for children and families and referral routes to these sources of support.	A/I	D

SKILLS

	MOA	E – Essential D- Desirable
Proven ability to build relationships and communicate effectively with children, parents/carers and partners working in partnership at all times.	A/I/R	E
Proven ability to maintain records of work and to supply data / other monitoring / evaluation information as required within set time scales and targets.	A/I/R	E
Proven ability to understand and respond to the range of factors that create stress for children and families.	A/I	E
Ability to offer time limited, solution-focused interventions when supporting individual families, whilst being accessible and supportive.	A/I	E
A commitment to early intervention as a means of making a positive difference to the lives of children and young people.	A/I	E
Ability to work flexibly as part of a busy team whilst managing own time and caseload.	A/I	E

Ability to follow appropriate local safeguarding procedures.	A/I	E
Ability to manage the delivery of appropriate training opportunities	A/I	E
Relevant IT Skills	A/I	E

EXPERIENCE		
	MOA	E – Essential D- Desirable
Experience of successfully contributing to Child Protection meetings and reviews.	A/I /R	E
Experience of working with children and families in challenging circumstances.	A/I/R	E
Supporting with groups and courses for vulnerable parents/carers.	A/I/R	D
Working in a multi-agency setting.	A/I	E
Working using own initiative, managing caseloads and time, whilst communicating effectively with other members of the team.	A/I/R	E
Work within an educational setting.	A/I	D
Experience of Early Help Assessments and the Lead Professional Role when supporting families through the EHA.	A/I	D
Experience of preparing and presenting high quality reports on complex issues to a range of different audiences.	A/I/R	E
Experience of delivering training.	A/I/R	D
Experience of working with Children's Social Work Services	A/I/R	E

BEHAVIOURAL & OTHER RELATED CHARACTERISTICS		
	MOA	E – Essential D- Desirable
Commitment to confidentiality.	A/I	E
Commitment to personal professional development.	A/I	E
Has initiative and can think for themselves	A/I	E
Acts as a role model for parents, staff and children	A/I	E
Demonstrates confidence, warmth and empathy	A/I	E
Good sense of humour and emotional intelligence/resilience	A/I	E

Qualifications		
	MOA	E – Essential D- Desirable
Professional qualification relevant to the post	A/I/C	D
Designated Child Protection training	A/I/C	D



WORKING TOGETHER TO BENEFIT OUR COMMUNITIES