

Person Specification - Trainer

Foster Carer Learning and Development

Part A

The following criteria (experience, skills, and qualifications) will be used to short-list at the application stage:

Qualifications

- A recognised qualification in social work.
- Registered with Social Work England.

Essential

- Minimum of 2 years' experience of direct training and accompanying evidence of training achievements.
- Excellent and accurate standard of written and verbal communication.
- Experience of devising, organising, presenting, and evaluating training materials.
- Experience in childcare and safeguarding practice and demonstrable knowledge and understanding of the law relating to childcare, fostering and adoption.
- Experience of direct work with Foster Carers.
- Experience of working within an agreed budget.
- Experience of delivering training courses from various platforms.
- Able to effectively transfer key and complex information to a wide audience adapting the style of communication as necessary and ensuring that this information is understood.
- Able to communicate and liaise effectively to a range of stakeholders, other agencies, and professionals to effect change.
- Capacity to advise others and deal with sensitive issues in difficult situations inside and outside own area.
- Experience of working with difficult to engage children and young people.
- Experience of implementing behaviour management strategies with young people and Foster Carers.
- Excellent recording and report writing skills using electronic data information systems, with the ability to extract and evaluate information.
- Up to date knowledge and experience of technology.
- Excellent organisational skills, with the ability to prioritise tasks and to work to timescales and deadlines whilst managing a varied workload and providing attention to detail.
- Able to approach problem solving and deal with difficult and sensitive situations with a calm and considered approach.
- Willingness to undertake further training as required, with a positive approach to self-development.

- Able to attend various sites across Newcastle and to be imaginative in finding suitable venues for training delivery.
- Access to personal transport or the means to travel easily around the City.

Desirable

- Knowledge of resources – health, local authority, voluntary and independent sector, with an understanding of services within the wider organisational system.
- Experience of working in a team.
- Receptive or contributes to new ideas and approaches and adapts accordingly.
- Ability to handle conflicting priorities, and deal with unplanned incidents.

Part B

The following criteria will be further explored at the interview stage:

- Knowledge of child development and therapeutic models underpinning fostering.
- Understanding and knowledge of fostering services.
- Reliable and self-reliant but will seek guidance appropriately.
- Dedication to achieving high quality outcomes for children and young people.
- Verbal communication skills.
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery.

Additional Requirements

- Enhanced DBS Disclosure Certificate
- Flexible approach to work, location, duties, and hours.