Person Specification

Intensive Family Support Key Worker

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

Essential
- Able to demonstrate success in delivering interventions that lead to significant sustainable improvements to outcomes for children, young people and families
- Proven track record of integrates multi-agency working, using the Early Help Assessment and Plan framework and operating as Lead Practitioner
- Evidence of continuous professional development in a relevant area
- Proven track record of effective use of supervision and reflective practice
- Proven ability to liaise and negotiate with professionals from different disciplines working with children, young people and families with complex needs as part of an integrated team
- Proven ability to work with children, young people and families to reduce risk appropriately and to work within a child protection framework
- Experience of working meaningfully with parents to develop parenting capacity and skills
- Suitability to work with client group

Desirable
- Professional qualification in a relevant area, for example, CQSW, CSS, DipSW or similar
- Professional registration in a relevant area
- Able to use IT with confidence
- Good financial management skills

Part B
The following criteria will be further explored at the interview stage:
- Ability to demonstrate self-motivation and to work on own initiative within agreed parameters
- Knowledge and understanding of statutory requirements, local procedures, best practice and current trends in intensive family support practice
- Committed to equal opportunities in service delivery and employment
- Well-developed written and verbal communication and good presentation skills
- Committed to integrated whole family working
- Ability to work flexibly to respond to the needs of service users
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

Additional Requirements
- DBS Disclosure Certificate
- Flexible approach to work, location, duties and hours