

**Person Specification  
Family Support Worker  
Children's Social Care**



**Part A**

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

**Essential**

- Able to engage and work directly with children, young people, carers and families
- Able to demonstrate planning, organisational and monitoring skills
- Knowledge and understanding of difficulties faced by families under stress
- Knowledge of issues relating to family support
- Excellent recording and report writing skills using electronic data information systems
- Effective organisational and time management skills, with the ability to prioritise tasks and manage workload
- Able to deal effectively with difficult or challenging situations, with a calm and sensitive approach
- Able to work on own initiative and to contribute to, and work within, a supportive team environment
- Able to liaise effectively with other agencies and professionals
- Ability to work relationally with families and their networks to support meaningful change being established

**Desirable**

- Recognised Social Work Qualification, e.g. CQSW, CSS, DipSW, Degree in Social Work, or equivalent; or other professional qualification, for example, youth and community work
- Relevant groupwork or counselling qualification
- Experience of working in the field of domestic abuse/violence.
- Relevant recent training, especially working with children and families
- Knowledge of child development
- Experience of multi-agency working
- Able to contribute to personal continuous development
- Access to personal transport

**Part B**

The following criteria will be further explored at the interview stage (as well as further exploring the above criteria is met):

- Level of experience, including experience in field work and other related experience
- Ability to assimilate, evaluate and prioritise information, including relevant data management skills
- Knowledge of relevant legislation and statutory guidance
- Reliable and self-reliant, but will seek guidance appropriately
- Willingness to undertake further training as required, with a positive approach to self-development
- Organisational skills and the ability to work to tight timescales whilst being detail conscious
- Evidence of good written and verbal communication skills
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

**Additional Requirements**

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- Flexible approach to work, location, duties and hours