



Person Specification			
Post title	MST – CAN Family Resource Specialist	Grade	Pay Band H

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Ability to work collaboratively with parents and caregivers around budgeting, housing and job attainment	A, I, E
S2	Ability to work with families open to statutory services to develop a safety plan	I, E
S3	Ability to secure and maintain engagement with families in the face of resistance and adversity	A, I, E
S4	Able to engage with children, young people, their parents and carers	I, E
S5	Able to work flexibly outside of working hours	I
S6	Able to remain calm in risky and volatile situations to help defuse crises	I, E
S7	Knowledge of behavioural therapies and their application in relation to children and families	A, I, E
S8	Knowledge of Child Development and parenting skills	A, I, E
S9	A working understanding of the culture and strengths of the families within the MST-CAN service in Knowsley	I, E
S10	Knowledge of resources available to children and families in the Knowsley area and ability to connect families to those resources	A, I, E
S11	Experience of working with children and families in a community-based setting	A, I, E
S12	Experience of working within safeguarding	A, I, E
S13	Experience of using behavioural interventions to target behavioural change	A, I, E
S14	Experience of working in a systemic and ecological way	A, I, E

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Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Motivated and resilient and able to tolerate constructive feedback	I, E
P3	Ability to work evenings and weekends as required	I
P4	Must have valid driving licence and be able to travel around the borough using private transport	A
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view.	A, I, E
Qualifications		
Q1	Degree or equivalent in Psychology, Social Work, Childhood Studies, Child Development or a related subject area or demonstrable extensive experience of working with challenging families and children	A

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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