



Person Specification			
Post title	Family First TM	Grade	P

* * * 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	Minimum of 3 years recent, post-qualification experience in a children and family setting or equivalent experience	CV/SS, I
S2	Experience of staff supervision in a health/social care or other relevant environment	CV/SS, I
S3	Good knowledge, understanding and experience of multi-agency and partnership working with other managers to achieve common outcomes	CV/SS, I
S4	Demonstrated ability to line manage a professional case management team, experience of providing reflective supervision to improve outcomes for children and drive practice improvement.	CV/SS, I
S5	Experience of assessment, management of risk, vulnerability and application of thresholds in relation to children, young people and families.	CV/SS, I
S6	Knowledge and understanding of key policy drivers and recent reports addressing early help and prevention with young people and families with multiple complex needs	CV/SS, I
S7	Experience of leading, attending and actively contributing to multi-agency management groups to promote integrated service delivery and to address cross-cutting themes such as crime, substance misuse, domestic abuse, neglect etc:	CV/SS, I
S8	Experience of instituting and monitoring performance management frameworks to evidence the impact of services on outcomes for children for local and national reporting/accountability purposes	CV/SS, I

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S9	Excellent verbal, written and IT skills and ability to analyse and present data and information to inform service planning	CV/SS, I
S10	Strong motivational leadership skills with evidence of staff development and learning	CV/SS, I
S11	Experience of line managing staff ensure they are appropriately safeguarding the welfare and safety of children and young people at all times.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
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.	I
Qualifications		
Q1	A nationally recognised professional qualification relevant to the service that includes accredited knowledge of children and young people’s development, family dynamics and casework models of intervention, (e.g. Social Work, Health, Teaching) or equivalent experience	CV/SS, C

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**

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Knowsley Council

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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