



Person Specification			
Post title	Caseworker – Changing Futures	Grade	L / £42,839 - £44,075 per annum

* * * 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	Experience of working with individuals experiencing multiple disadvantage (e.g. homelessness, substance misuse, mental ill health, offending, domestic abuse)	CV/SS, I
S2	Experience of delivering person-centred support, working collaboratively with individuals to identify goals and priorities	CV/SS, I
S3	Knowledge and application of trauma-informed approaches in practice	CV/SS, I
S4	Experience of building trusting, effective relationships with individuals who may be disengaged from services	CV/SS, I
S5	Ability to work flexibly and creatively to develop tailored solutions based on individual needs and circumstances	CV/SS, I
S6	Experience of working in partnership with multiple agencies and professionals to coordinate support	CV/SS, I
S7	Experience of completing assessments, risk management and support planning, including positive risk-taking	CV/SS, I
S8	Ability to advocate for individuals and challenge barriers within systems and services	CV/SS, I
S9	Experience of contributing to service improvement or sharing learning from practice	CV/SS, I
S10	Strong organisational skills, including the ability to manage a caseload and prioritise effectively	CV/SS, I
S11	Understanding of safeguarding principles, confidentiality and data protection requirements	CV/SS, I
S12	Ability to maintain accurate records and use systems for case management and reporting	CV/SS, I

January 2026





Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Demonstrates empathy, compassion and a non-judgemental approach to working with individuals facing complex challenges	CV/SS, I
P3	Commitment to person-centred, inclusive and strengths-based ways of working	CV/SS, I
P4	Resilience and ability to work effectively in emotionally demanding situations	CV/SS, I
P5	Ability to reflect on practice, learn and adapt approaches based on feedback and experience	CV/SS, I
P6	Able to drive and have access to a vehicle for work purposes.	CV/SS, I
Communication		
C1	Strong interpersonal and relationship-building skills, with the ability to engage effectively with individuals and professionals	CV/SS, I
C2	Ability to communicate clearly and sensitively, adapting style to suit different audiences and situations	CV/SS, I
Qualifications		
Q1	Level 3 qualification (or equivalent experience) in health, social care or related field, or willingness to work towards	CV/SS, C
Q2	Further relevant qualifications (e.g. mental health, substance use, housing) (desirable)	CV/SS, C
Q3	Holds a full current UK driving licence and has access to a car for business travel.	CV/SS, C

Additional Statement (Lived Experience)

We welcome applications from people with lived experience of multiple disadvantage, recognising the valuable insight, empathy and understanding this brings to the role. Experience may have been gained through personal experience, volunteering, employment or a combination of these.

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

January 2026





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.

January 2026

