



Person Specification			
Post title	Shield Worker	Grade	J / £37,280 - £39,152

* * * 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 children and families to deliver interventions to tackle harmful sexual behaviour, child exploitation, serious youth crime/anti-social behaviour, emotional/sexual health on a one-to-one basis with the hard-to-reach cohort.	CV/SS, I
S2	Evidence of working with children and parents how are affected by risk outside the home and been exploited sexually and criminally. With specific reference to understanding the issues faced by barriers to engagement, reducing the barriers by building a trusted relationship and working therapeutically	CV/SS, I
S3	Experience of case management including undertaking child exploitation family assessments to identify risk and need and develop multi-agency, outcome focused family plans in partnership with families and partner agencies and act as the lead practitioner in the delivery of these. To ensure other professionals are adhering to the plan including disruption of child exploitation perpetrators.	CV/SS, I
S4	Demonstrate ability and extensive experience of adapting practice to tailor interventions to respond to neuro diverse needs of adults and children and work with parents and children that feel they cannot engage with agencies due to fear of harm outside the home. The role also includes working with families with other harms affecting children i.e. harmful sexual, domestic abuse, neglect.	CV/SS, I, E
S5	Ability and demonstrate experience on completing good quality assessments, plans and	CV/SS, I, E

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	interventions that are based upon the latest research guidance on Child Exploitation or other forms of harm adolescents may experience. Prepare/formulate plans and deliver interventions to children and parents to ensure they are responding to their child's safeguarding and welfare needs and take account of their views, diversity needs and to address exploitation and missing concerns.	
S6	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other. Experience of joint working with the police to ensure they are adhering to the wider plan including disruption of child exploitation perpetrators and support court processes.	CV/SS, I, E
S7	Ability to manage time/self efficiently and effectively	CV/SS, I
S8	Ability to establish and maintain links and work in partnership with children, young people, their families, partner agencies and colleague professionals and evidence experience of effective multi agency working. Ability to deal with challenging and difficult behaviour and situations in a positive and professional manner	CV/SS, I, E
S9	Demonstrate experience of working in a therapeutic manner with children and parents using various trauma informed models. To have extensive knowledge of trauma informed practices and experience of supporting and influencing the wider multi-agency partnership to reduce the risk of harm.	CV/SS, I, E
S10	Demonstrable understanding of safeguarding the welfare and safety of children and young people.	CV/SS, I, E
S11	Demonstrate an understanding of what parents face when dealing with risk of harm outside the home and have experience of working with parents who have their own unmet needs and who are presenting as withdrawn from agencies and trying to then respond to their child's complex vulnerability needs.	CV/SS, I, E
S12	Experience of evidencing the impact of work with children and families through evaluation to demonstrate improved outcomes for families.	CV/SS, I, E
S13	Experience of convening and co-ordinating multi-agency meetings to address the needs of children and adults within families	CV/SS, I
S14	Excellent interpersonal and communication skills and good time management. Ability to write concise written records and reports.	CV/SS, I
S15	Experience of managing financial arrangements and being responsible for handling money.	CV/SS, I

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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	Demonstrate an ability to communicate in an open and honest manner	I
P3	Demonstrate a commitment to improving services	I
P4	Demonstrate a commitment to continuous learning and development	I, CV/SS
P5	The ability to work evenings and weekends	I, CV/SS
P6	The ability to drive or equivalent mobility	I, CV/SS
P7	Demonstrate a commitment to working as part of a team in a flexible and responsible manner	I, CV/SS
Communication		
C1	The ability to speak fluent English	I
C2	Will need to demonstrate patience, flexibility, integrity, resilience, enthusiasm, sensitivity	I, E
C3	Verbal communication skills appropriate to a variety of settings, e.g. with colleagues at all levels, young people and their families and staff of other departments and agencies	CV/SS, I
Qualifications		
Q1	A nationally recognised professional qualification relevant to the service that includes accredited knowledge of children and young people’s development (e.g. Youth Work, Social Work, Teaching) or equivalent experience.	CV/SS, C
Q2	NVQ 3 in Care (GSCC recognised), or ability to work towards NVQ 3	CV/SS, C
Q3	Evidence of continued professional development	CV/SS, I

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.**

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- **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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