



Person Specification			
Post title	Interventions Manager	Grade	Grade M / £45,091 - £46,142

* * * 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 providing line management to Senior Intervention practitioners and Family Intervention workers based on good quality supervision which encourages reflection, consistent best practice standards and empowerment of children and their families.	CV/SS, I
S2	Demonstrate specialist knowledge in the latest guidance and research of domestic abuse and the impact on children and families and a range of other specialist interventions including attachment, trauma informed practice, parenting, and matters affecting children. To ensure all practice is adapted to meet the child and parents’ diversity needs.	CV/SS, I
S3	Experience of directing intervention with children and families undertaking family assessments, developing outcome focussed, tailored action plans and delivering targeted intervention programmes to support families in tackling their identified needs.	CV/SS, I
S4	Experience of developing, motivating and leading a staff group.	CV/SS, I
S5	Experience of liaising with other services to promote and ensuring family needs and strengths are taken into account in planning for children and young people.	CV/SS, I
S6	Experience of delivering restorative practices and successfully undertaking this approach in various settings with positive results for all participants.	CV/SS, I
S7	Knowledge and experience of contributing to the development and implementation of policies,	CV/SS, I

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	priorities and performance management.	
S8	Ability to work within a multi-agency team and project framework, including reporting, monitoring and evaluation.	CV/SS, I
S9	Demonstrable understanding of safeguarding the welfare and safety of children and young people.	CV/SS, I
S10	Experience of evidencing the impact of work with children and families through evaluation to demonstrate improved outcomes for families. To write quality assurance audits and write reports of service performance outcomes.	CV/SS, I
S11	Demonstrate good organisation and communication skills in relation to service planning and delivery for young people and their families for Family Time, Thrive Intervention or Family Intervention themes. Oversee rotas, risk assessments and staffing matters or leave, sickness etc.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Have a demonstrable understanding of equality and diversity issues and the ability to demonstrate good practice in this respect.	CV/SS, I
P3	A flexible approach to working including ability to work core hours 8am-10pm Monday- Saturday for which appropriate time off in lieu (TOIL) can be accrued (and be flexible about work outside these hours depending upon service activity).	CV/SS, I
Qualifications		
Q1	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). Substantial experience in a related field may also be considered if accompanied by recognised and accredited qualification in a relevant area.	CV/SS, C
Q2	Evidence of continued professional development.	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

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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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