Knowsley Council

Person Specification			
Post title	Youth Engagement Worker	**Grade**	H / SCP 23-25

* * * 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	Extensive, recent experience of working directly with children and families with multiple needs	CV/SS, I
S2	Demonstrate an understanding of the Early Help offer in Knowsley and how this links with Criminal Justice and Safeguarding legislation.	CV/SS, I
S3	An understanding of child development, the impact of Adverse Childhood Experiences on factors that lead children to become involved in anti-social behaviour and offending.	CV/SS, I
S4	Ability to complete prevention specific assessments with children and families.	CV/SS, I
S5	Planning and implementing individual intervention for children and their families as appropriate	CV/SS, I
S6	Ability and skills to work collaboratively with multi-agency colleagues to promote the best outcomes for children.	CV/SS, I
S7	Evidence the knowledge and skills required to develop and deliver effective 1-1 and group work programmes and interventions, including trauma informed interventions.	CV/SS, I
S8	Facilitating, enabling, guiding and motivating children to learn through interaction and through leisure activities.	CV/SS, I
S9	Provide evidence of a flexible approach to work by responding to the varied needs of the service: Ability to work some evenings and weekends.	CV/SS, I
S10	Demonstrate a good command of written skills, ability to maintain records, prepare reports and ability to prioritise work to meet competing demands.	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	Current driving licence and use of vehicle, or equivalent mobility to travel when required	CV/SS, C
Communication		
C1	Demonstratable 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.	CV/SS, I, P
Qualifications		
Q1	Educated to equivalent of NVQ 3, or relevant professional qualification, either Education, Social Work, Youth Work, Health Visitor or equivalent qualification.	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**

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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