

PERSON SPECIFICATION

Post Title: Family Support Worker - TaMHS

Directorate: DIRECTORATE OF CHILDREN'S SERVICES
Portfolio/Service Area: Raising Achievement & Access to Learning -
Learning Opportunities - Targeted Mental Health
Services in Schools
Scale/Grade: Scale 5/6 (under review)

QUALIFICATIONS / TRAINING:

It is **essential** that the postholder has/is:

- NVQ Level 3 in Childcare or an appropriate field, e.g. Social Work, Youth and Community Work or other relevant qualification in an appropriate area.
- Evidence of continuing professional development.

It is **desirable** that the postholder has/is:

- Training and/or awareness of anti-oppressive practices.
- Parenting Programmes such as PPP, Incredible Years, Family Links.

EXPERIENCE / KNOWLEDGE:

It is **essential** that the postholder has/is:

- Significant experience of direct work with children/young people and families within the field of education, social services/welfare or voluntary sector.
- Experience of child development and learning and/or issues affecting young people.
- Understanding of family functioning.
- Considerable experience of working in partnership with agencies from all sectors.
- Maintained written records and confidentiality of service users.

It is **desirable** that the postholder has/is:

- Experience of supporting families within their homes on an outreach basis.
- Dealing with crisis support.

SKILLS AND ABILITIES:

It is **essential** that the postholder has/is:

- Working knowledge of Education Service/School Structure.
- Good written and verbal communication skills.
- Recognition of communication styles when working with children and families in distress.
- Able to work as a member of multi-disciplinary team and use own initiative when required.
- Aware of personal strengths and limitations.
- Flexible co-operative personality. Able to organise and prioritise workload to meet conflicting demands.
- Able to motivate self and others to achieve change.
- Able to deal with personal issues in a sensitive manner.
- Confident.
- Enthusiastic.

It is **desirable** that the postholder has/is:

- Knowledge of relevant aspects of Children's Services, e.g. Educational Psychology, ISL, Behaviour Support Service.
- Computer knowledge.

- Understand data collection systems.
- Up to date knowledge of Every Child Matters and other Government Policy in relation to children and families.
- Knowledge of safeguarding procedures and policies.
- Knowledge of the operation of voluntary and state sector.

ADDITIONAL FACTORS:

It is **essential** that the postholder has/is:

- Able to travel to meet the commitments of the post.
- Willing to participate in flexible working arrangements as and when required.

Prepared by: Pip McGirl,
Worcestershire TaMHS Project Manager
DChS/CM-DJC712-PS

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