

PERSON SPECIFICATION – Assistant Service Manager Disability

<i>Essential Criteria</i>	<i>Desirable Criteria</i>	<i>Means of Assessment</i>
Qualifications		
	The post holder should hold a relevant qualification at SCQF level 8 or above	Application
Experience		
	At least 2 years' experience of working with children on the Autistic Spectrum	Application
Experience supporting and supervising others		Application/Interview
Experience of working with people with a disability in a community or residential setting and understanding of the impact of disability on social inclusion.		Application/Interview
Experience of effective, collaborative and integrated working with other agencies		Application/Interview
Knowledge		
Demonstrate an understanding of, and commitment to, children, young people's and adult rights		Interview
Knowledge of the variety of and the implications of legislation, theories and standards of practice within this area		Interview
Skills - Demonstrate		
Self motivation, team working and ability to use initiative		Interview
Supporting knowledge of continuous development of team policy and practice;		Interview
Knowledge of community development and principles of early intervention		Interview
Highly developed skills in engaging with young people who have attachment and communication problems		Interview

<i>Essential Criteria</i>	<i>Desirable Criteria</i>	<i>Means of Assessment</i>
Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications.		Interview
Ability to -		
Use and develop methods and systems to communicate, record and report		Interview
Contribute to the development and maintenance of healthy and safe practices in working environment		Interview
Take responsibility for the continuing professional development		Interview
Develop practice which promotes the involvement, wellbeing, and protection of children and young people		Interview
Promote positive behaviour		Interview
Engage in reflective practice		Interview
Motivate and support teams, including organising, planning, prioritising and allocating workloads		Interview
Work within agreed boundaries of confidentiality		Interview
Work across multi-disciplinary boundaries and with other agencies		Interview