

PERSON SPECIFICATION – Assistant Service Manager Child and Family

<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		
Experience supporting and supervising others		Application/Interview
Direct work with vulnerable children and their families and of working in a multi-disciplinary environment		Application/interview
Experience of effective, collaborative and integrated working with other agencies		Application/interview
Knowledge of:		
Demonstrable understanding of, and commitment to, children, young people's and adult rights		Interview/test
Anti-discriminatory practice;		Interview/test
The effects of trauma, deprivation and environment on young people and vulnerable groups		Interview/test
Relevant legislation for the protection of young people and vulnerable individuals		Interview/test
Theories of human and child development		Interview/test
Children's and vulnerable groups' rights and responsibilities		Interview/test
Social care theory and standards for good practice		Interview/test
Social policy and its application to social services provision		Interview/test
Sound understanding and knowledge and the ability to recognise the effects of deprivation, disability and environment on vulnerable young people		Interview/test

Essential Criteria	Desirable Criteria	Means of Assessment
Community development and principles of early intervention		Interview/test
Skills - Be able to demonstrate		
Self motivation, team working and ability to use initiative		Interview/test
Supporting knowledge of continuous development of team policy and practice;		Interview/test
Knowledge of community development and principles of early intervention		Interview/test/
Highly developed skills in engaging with young people who have attachment and communication problems		Interview/test
Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications		Interview/test
Ability to -		
Use and develop methods and systems to communicate, record and report		Interview/test
Contribute to the development and maintenance of healthy and safe practices in working environment		Interview/test
Take responsibility for the continuing professional development of self and others		Interview/test
Develop practice which promotes the involvement, wellbeing, and protection of children and young people		Interview/test
Promote positive behaviour		Interview/test
Engage in reflective practice		Interview/test
Motivate and support teams, including organising, planning, prioritising and allocating workloads		Interview/test

<i>Essential Criteria</i>	<i>Desirable Criteria</i>	<i>Means of Assessment</i>
Assess individual needs and plan services and support and develop these skills in other team members		Interview/test
Motivate and support teams, including organising, planning, prioritising and allocating workloads		Interview/test
Work within agreed boundaries of confidentiality		Interview/test
Work across multi-disciplinary boundaries and with other agencies.		Interview/test

JOB CHALLENGES

- Engaging with “hard to reach” parents

ADDITIONAL INFORMATION

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