# **PERSON SPECIFICATION: Sessional Worker POST REFERENCE: SR- 106005**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | * Good standard of general education to GCSE level or equivalent. * NVQ 2 or equivalent relevant to working with children, young people and their families (i.e. Play, Youth Work, Children’s Care, Learning and Development, Certificate in Children and Young Peoples Workforce). * Knowledge and understanding of child/adolescent development.   Criteria will be verified by F, I, R | * NVQ3 or equivalent qualification relating to working with children, young people and their families (i.e. Playwork, Youth Work, Children’s Care, Learning and Development, Diploma in Children and Young Peoples Workforce). * Knowledge of the legal and statutory framework relevant to youth justice. * Knowledge of the Early Years Foundation Stage * Knowledge of theory and methods relating to working with children, young people and their families. * Knowledge of social and emotional factors that affect a child/young person. * Accredited skills in activities of interest to children and young people. * Criteria will be verified by F, I, R |
| * **Work or other relevant experience** | * Experience of working directly with children and young people. * Awareness of the impact of parental behaviour/attitude on children’s development. * Awareness of the issues affecting children and young people, including risk taking behaviour. * Criteria will be verified by F, I, R | * Relevant experience of working with challenging children and young people. * Relevant experience of working with children, young people and families who have additional needs and/or who are experiencing difficulties. * Criteria will be verified by F, I, R |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| * **Skills, abilities, knowledge and competencies** | * Excellent communication skills. * Good negotiation skills. * High quality recording. * Excellent interpersonal skills. * Ability to assess and manage risk in practice * Ability to work on own initiative. * Recognises when management support is needed. * Deal with issues in a confidential manner * Criteria will be verified by F, I, R | tieodeo   * Ability to teach/train children and young people new skills. * The ability to motivate and support young people in developing new skills * Criteria will be verified by F, I, R | |
| * + **General competencies** | * Full, clean driver’s license with access to transport. * Flexible attitude to work. * Positive attitude toward training. * Non-judgmental and open-minded approach to working with children and young people. * Work flexible hours e.g. evenings and weekends. * Criteria will be verified by F, I, R | * Ability to defuse confrontational situations in a calm and professional manner. * Ability to manage challenging and complex behaviours in a professional and sensitive manner. * Criteria will be verified by F, I, R | |
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.