# **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 CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease 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
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| * **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
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| **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
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| * + **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.