

Person Specification Early Help Advisor (Children's Services)



Part A

The following criteria (experience, skills and qualifications) will be used to shortlist at the application stage:

Essential

- Recent successful track record of integrated working with some managerial/supervisory experience
- Able to evidence a good understanding of integrated assessment processes including Early Help and local safeguarding procedures
- Recent experience of chairing multi-agency meetings to review cases and problem solve complex situations and maximise the involvement of service users in the planning and review process
- Excellent written, oral and communication skills
- Ability to lead on specific areas of work and deliver to an agreed action plan
- Ability to communicate effectively both within and between organisations
- Ability to make decisions using sound professional judgement
- Recent experience of working within multi-agency teams around families to effect change
- Able to evidence mentoring experience that led to successful outcomes

Desirable

- Experience of chairing complex multi-agency meetings for example: signs of wellbeing meetings
- Experience of chairing family group conferencing
- Experience of direct practice with families with multiple difficulties
- Experience of delivering within an outcomes framework
- Experience of solution focused case consultancy and strengths based approaches

Part B

The following criteria will be further explored at the interview stage:

- Experience of working with children, young people, families and communities
- Thorough understanding of the role of professionals in other agencies
- Track record of achieving significant service improvements
- Thorough understanding of integrated assessment processes including Early Help and Key Working
- Team player with positive approach to culture change and service development
- Committed to equal opportunities in service delivery and employment
- Committed to high quality accessible service promoting partnership working and involvement of service users
- High personal standards of integrity and probity
- Committed to multi-agency workforce development and contributing to continuous improvement and culture of work

Additional Requirements

- Regulated Activity DBS Disclosure certificate