



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Personal Advisor - Integrated Children Looked After Service

**GRADE:** Band 6

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>• Diploma level 3 in health and social care, or willingness to work towards this.</li> <li>• Equivalent qualification in e.g. social care/teaching/nursing/ youth and community work /nursery nurse</li> <li>• Educated to GCSE level or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Further further/higher education and/or professional attainment and certification</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• Experience of direct work with young people and their families</li> <li>• Experience of child protection and working within policies and procedures</li> <li>• Significant experience of working as a part of a team</li> <li>• Experience of engaging young people to ensure their voice is heard</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in multi disciplinary teams and settings</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> <li>• Young Person Panel</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to place the young person at the centre of all practice and decision making</li> <li>• Knowledge of current legislation in relation to young people leaving care</li> <li>• Awareness of child and adolescent development, family dynamics, mental health, substance misuse and domestic violence</li> <li>• Ability to establish working relationships with children, families and partner agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of thresholds, eligibility criteria, neglect, &amp; significant harm</li> <li>• Understanding how and why systems, policies and procedures work</li> <li>• Demonstrates the ability to achieve outcomes and targets</li> <li>• Good understanding of current housing legislation and its application to young people leaving care</li> <li>• Good understanding of the welfare system and its application and impact on</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application form</li> <li>• References</li> <li>• Young Person Panel</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to support young people in to education, training and employment</li> <li>• Understanding of accommodation options and services available to young people</li> <li>• Ability to work with complex issues affecting young people and maintain the key professional role in coordinating support and interventions for young people</li> <li>• Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is not discriminatory</li> <li>• Awareness of relevant legislation and statutory guidance</li> <li>• Awareness of the role of key public agencies in safeguarding and promoting the welfare of children and young people</li> <li>• Good verbal and written communication skills</li> <li>• Ability to analyse information and contribute to / complete assessment reports</li> <li>• Skilled in managing competing priorities within timescales</li> <li>• Ability to use technology and ITC systems</li> <li>• Able to challenge and be challenged</li> </ul>	young people leaving care.	
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Organised and able to organise others</li> <li>• Calm, considered, reflective and decisive</li> <li>• Approachable, able to listen and provide support and leadership to team</li> <li>• Transparent and accountable</li> <li>• Open to innovation and new ways of thinking</li> <li>• Able to delegate appropriately</li> <li>• Provides a positive example to others</li> <li>• Flexible approach to work, inclusive of change management that reflects a young person led service</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Young person's panel</li> </ul>

	<p>and enhanced support to young people.</p> <ul style="list-style-type: none"> <li>• Committed to the principles of equality and diversity</li> </ul>		
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Able to work outside of normal office hours</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• DBS check</li> </ul>