**PERSON SPECIFICATION**

**FAMILY SUPPORT WORKER**

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| **Essential** | **Desirable** |
| **Experience and Knowledge** | |
| * Considerable experience of engaging and working with families. * Considerable experience of working with young children and their families. | * Work in or liaison with statutory and voluntary agencies. |
| **Education and Qualifications** | |
| * GCSE or equivalent grade C or above in Maths and English. * NVQ Level 3 or above in Family Support, Social Work, Childcare, Play Work, Community Development or Children’s Health, working towards or willing to obtain this level of qualification. | * First Aid certificate. * Teaching, Counselling or equivalent qualification. * Degree qualification relevant to the post or working towards. |
| **Abilities and Skills** | |
| * Knowledge of and ability to provide for children’s development needs. * Skills in direct work with children and their parents. * Ability to promote positive parenting skills and self-esteem. * Community engagement skills. * Understanding of the issues related to disadvantaged sections of the community. * Ability to communicate fluently in English. * Ability to write detailed records and reports. * Sympathetic understanding of situations involving high levels of family stress. * Working knowledge of child protection and domestic violence. * Working knowledge of Every Child Matters and the Children’s Centre Agenda. * Basic computer skills (Microsoft Office, email and internet). | * Ability to speak a second language that reflects the local community. |

**PERSON SPECIFICATION**

**FAMILY SUPPORT WORKER**

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| **Essential** | **Desirable** |
| **Traits and Characteristics** | |
| * A caring and pleasant approach to work and people. * A positive approach to difficult situations and challenges. * Ability to work both on own initiative and cooperatively as part of a team. * Ability to work in a non-discriminatory, sensitive and respectful way. * Patience and consistency in working with children and adults. * Commitment to community participation and to developing quality services. * Good organisational and planning skills. * Ability to work flexibly including occasional evenings and weekends. * Full, clean UK driving licence and use of a car for work purposes. |  |