



PERSON SPECIFICATION

NOTE TO APPLICANTS:

Whilst all points on the specification are important, 'D' is desirable. Those marked 'E' (essential) are the key requirements. You should pay particular attention to these essential points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

JOB TITLE: Education, Training & Employment (ETE) Worker

GRADE: 7

DIRECTORATE: Families & Wellbeing

SERVICE: Youth Justice Services

CRITERIA:

Experience

- At least two years' experience of working with children or young people aged 8-18 years – E (A- I)
- Criminal Justice system or any of the partner agencies – D (A)
- Education Training and/or Employments agencies – D (A- I)
- Working as part of a multi-agency team – D (A)

Skills and Abilities

Skills and Aptitudes:

- Ability to identify and assess the risks posed to and by young people who offend and support agencies in their planning to manage that risk – E (I)
- Good written and verbal communication – E (A – I)
- The ability to converse at ease with children, young people and their parents and provide advice in accurate spoken English is essential for the post. - E
- Ability to work intensively with a small group of individuals both one to one and group-work – D
- Ability to motivate educationally and socially excluded young people and to advocate strongly on their behalf with potential providers of education, training or employment E (A – I)
- Ability to work independently and remotely from home if required - D
- Ability to balance the needs of the young person with those of the wider community – D (I)
- Good organisation skills, that ensure most efficient use of personal time and other resources (e.g. mileage) to maximise contact with young people either directly or indirectly (e.g. video conferencing) - D
- Ability to promote the work of the YJS through presentations – D

Technical, Specialist or Job Related Knowledge:

- Meeting and identifying the needs of families and children – E (I)
- Devising and implementing intervention plans - D
- Understanding the principles of prevention and offending behaviour work with young people - D
- Experience of techniques and theories of Motivating young people to be in constructive activities - D

Procedures, Policies, Legislation, Organisational Structures:

- Working knowledge of the legal framework that surrounds the SEND Code of Practice regulations and the statutory guidance – E (A)
- Working knowledge of relevant education, SEND, criminal justice, crime and disorder and child care legislation - D

Education/Qualifications/Knowledge

- Relevant Degree or equivalent – E (A+C)
- Able to commit to professional training such as YJEPC (Youth Justice Effective Practice) - E

Other Requirements

- Provide evidence of a flexible approach to work by responding to the varied needs of the service including requirements outside of core hours. - E
- Must demonstrate effective team working approach whilst understanding the need to operate on own initiative as required. - E
- Can demonstrate the ability to travel to various geographical locations by use of own vehicle or public transport. - E
- Demonstrate willingness to undertake any relevant training to the post. - E

Commitment to Equal Opportunities

- Demonstrate a thorough knowledge and understanding of equality and diversity issues and how they relate to employment and service delivery. – E (A – I)

Commitment to Service Delivery/Customer Care

- Demonstrate and provide evidence of an effective approach to customer care and service delivery understanding the various requirements of clients, service users and members of the public. - E

Methods of Assessment key

A = Application form, C = Certificate, E = Exercise, I = Interview,

P = Presentation, T= Test, AC = Assessment centre

Relevant competencies and skills will be assessed during the assessment centre and throughout the interview process