

CAMBRIDGESHIRE COUNTY COUNCIL

PERSON SPECIFICATION

Job Title: Participation Worker
Directorate: People and Communities
Service: Safeguarding and Quality Assurance
Reports to: Participation Manager
Grade: Level 6
Location: Scott House with cross county working
Hours: 37 per week

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Education, Qualification & Training

Essential:

- Key Skill Level 4: Bachelor's degree; HNC; HNDNVQ level 4 or equivalent; including professional qualification (youth work, social work)

Knowledge and Experience

Essential:

- Knowledge/experience of working with child protection policies and procedures and practice within a statutory setting
- Knowledge/experience of working with Looked After Children
- Detailed/in-depth practical knowledge & understanding of safeguarding children and group work
- Awareness of existing and new Government legislation and guidance
- Knowledge of child development and psychology
- Knowledge and experience of working alongside partner agencies
- Knowledge of the principles and practice of interactive communication with children and young people, including those with alternative communication/difficulties.
- Experience of different ways of communicating with children and young people using a variety of mediums – from texting/emailing to website blogs; post cards; film/DVD etc.
- Knowledge and experience of group work models and group dynamics, program plans, volunteer selection

Skills and Attributes

Essential:

- Training skills
- Flexible working practice
- Excellent communication skills
- Group work skills

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- Presentation skills
- Commitment to working in a multi-agency/disciplinary environment
- Commitment to work in an inclusive and anti-discriminatory manner
- Activity planning skills
- Delivering presentations to managers, councilors, regional networks, carers and professional groups of staff

Desirable

- Alternative communication techniques
- Experience of gaining young people's views and of participation methods
- ITC skills – including presentation packages, databases and spreadsheets
- Supervision, mentoring, coaching skills for staff, volunteers and young people.
- Group work with young people

Note: You do not need to address the Cambridge Behaviours below in your written application. If invited for interview, you will be asked to provide examples of how you meet the essential and desirable criteria.

Cambridgeshire Behaviours

Working together – Essential

- I establish credibility and work cooperatively with colleagues, children and young people
- I maintain good practice as well as making future improvements

Integrity - Essential

- I make decisions without bias
- I explain clearly to colleagues, children and young people these decisions will impact on service delivery

Respect for others and public resources – Essential

- I am aware of the positive and negative impact I can and could make on colleagues, children and young people
- I am considerate when using and working with our resources and take responsibility for managing them.

Excellence- Essential

- I plan and anticipate changes in working practice
- I logically identify the best approach in continuing to meet my objectives and deliver excellent outcomes