

## **Person Specification - Senior Practitioner**

### **1. Criteria – Educational Achievements, Qualifications and Training**

#### **Essential:**

- 1.1 Professional Training in Social Work, Police, Education, Youth Work, Counselling or equivalent.

#### **Desirable:**

- 1.2 Training in Restorative Justice.
- Training in Protective Behaviours.
- Training in Children's Rights.
- Training in Effective Practice.

### **2. Criteria – Experience**

#### **Essential:**

- 2.1 Experience of work with victims of domestic and/or sexual violence.
- 2.2 Extensive experience of work with children or adolescents.
- 2.3 Experience of inter-agency partnership working.
- 2.4 Strong team player.

#### **Desirable:**

- 2.5 Experience of work with other victims of crime.
- 2.6 Experience of recruitment, training and supervision.
- 2.7 Experience of group work and service user participation

### **3. Criteria – Job Related Aptitude and Skills**

#### **Essential:**

- 3.1 Excellent communication skills.
- 3.2 Ability to write to a high standard and keep up to date records.
- 3.3 Ability to provide regular feedback and evaluation data.
- 3.4 Ability to work independently to given tasks, meeting deadlines within time scales.
- 3.5 Understanding of and ability to work sensitively.
- 3.6 Understanding of and ability to apply restorative justice principles in practice.

#### **Desirable:**

- 3.8 Skills in effective supervision.

#### **4. Personal Qualities**

**Essential:**

- 4.1 Ability to work in partnership with a range of different agencies.
- 4.2 Commitment to high standards of professionalism.
- 4.3 Ability to work with a diverse client group.
- 4.4 Self-motivation and enthusiastic approach to work.
- 4.5 Ability to cope with rapid change and pressure of changing and developing systems.

#### **5. Understanding/Knowledge**

**Essential:**

- 5.1 Knowledge of relevant legislation.
- 5.2 Understanding and commitment to Children's Rights.
- 5.3 Knowledge of Safeguarding structures and processes

**Desirable:**

- 5.4 Knowledge of range of effective interventions with young victims.

#### **6. Special Requirements**

**Essential:**

- 6.1 Satisfactory Criminal Records Bureau disclosure
- 6.2 Able to travel across region to carry out duties in this role, attending meetings quickly and at short notice.

**Desirable:**

- 6.3 Full driving license.
- 6.4 Able to work unsociable hours.

#### **7. Equal Opportunities**

**Essential:**

- 7.1 Able to demonstrate commitment to anti-discriminatory practice.