

**Person Specification: Young Person's Practitioner**

	<b>Essential</b>	<b>Desirable</b>
Education Qualifications and training	<ul style="list-style-type: none"> <li>• Academic ability to A level standard.</li> </ul>	<ul style="list-style-type: none"> <li>• A professional qualification in health, probation, education, social services, youth work or equivalent.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Direct work with vulnerable, challenging &amp; hard to reach young people.</li> <li>• Proven experience of facilitation of group work with young people using participatory methods.</li> <li>• Well-developed communication skills.</li> <li>• Good personal administrative and organisational skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with young people experiencing adverse childhood experiences.</li> <li>• Experience of using Motivational Interviewing techniques.</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Theoretical and practical knowledge of trauma, adverse childhood experiences, in particular domestic abuse.</li> <li>• Understanding of child development.</li> <li>• A clear understanding of issues facing young people.</li> <li>• A clear understanding of how to engage/motivate challenging young people.</li> <li>• An awareness of Cognitive Behaviour Theory and principles.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of criminal justice system.</li> <li>• An understanding of confidentiality protocols, boundaries and child protection procedures.</li> <li>• Experience and understanding of risk assessments in relation to the work.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Ability to work creatively with young people who are vulnerable, hard to reach or difficult to engage.</li> <li>• Ability to use participatory approaches when engaging young people.</li> <li>• Demonstrable group work skills with young people.</li> <li>• Be able to work collaboratively</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to communicate across a range of services both statutory and voluntary sectors.</li> </ul>



	<p>in a team.</p> <ul style="list-style-type: none"><li>• Be able to build positive relationships with clients and other service providers.</li><li>• Excellent verbal, written and IT communication skills.</li><li>• Good time management and self-organisation skills.</li><li>• Ability to plan systematically and follow through to implementation and evaluation.</li></ul>	
Values and attitudes	<ul style="list-style-type: none"><li>• Demonstrate a commitment and understanding of anti-discriminatory practice in delivering services.</li><li>• Commitment to involving service users in the design and development of services.</li><li>• Understanding of cultural diversity and non-discriminatory practice.</li></ul>	
Practical	<ul style="list-style-type: none"><li>• Car owner/driver</li><li>• Able to work flexibly</li></ul>	