**FAMILY WORKER**



**PERSONNEL SPECIFICATION**

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| **CRITERIA** | **ESSENTIAL****EVIDENCED IN APPLICATION FORM** | **ESSENTIAL****EVIDENCED AT INTERVIEW** | **DESIRABLE** |
| **QUALIFICATIONS & EXPERIENCE** | NVQ Level 3 childcare or equivalent AND at least one years’ experience working in an organisation providing early years (0-6 years) services or family support services **OR** NVQ Level 3 Health and Social Care AND at least two years’ experience working in an organisation providing early years (0-6 years) services or family support servicesExperience of providing group-based programmes of support to parents or carers | **Yes** | **Yes****Yes** |  |
| **KNOWLEDGE & UNDERSTANDING** | Knowledge of the skills required in working with parents and children and understanding of Early Childhood Development Demonstrable ability or experience of carrying out home based supportKnowledge of relevant legislation and safeguardingUnderstanding of principles of early intervention programmes | **Yes****Yes** | **Yes****Yes****Yes** | **Yes** |
| **SKILLS & APTITUDES** | Excellent written and oral communication skillsAbility to empathise with the needs of families and children and communicate with service users in an appropriate mannerAbility to build and maintain effective working relationships with children, parents/carers, colleagues and a range of professionalsAbility to work effectively as part of a team and on own initiativeCompetent IT skill and proficient in Microsoft Office (especially Microsoft Word and Outlook) | **Yes****Yes** | **Yes****Yes****Yes****Yes** |  |
| **OTHER** | The candidate must hold a full and current driving license valid in the UK with access to a car on appointment\*Willingness to work flexibly | **Yes****Yes** |  |  |
|  | **\***Consideration will be given to alternative travelling proposals in respect of applicants with a disability who cannot hold a licence. |