

**PERSON SPECIFICATION – Lead Practitioner, Disability**

<i>Essential Criteria</i>	<i>Desirable Criteria</i>	<i>Means of Assessment</i>
<b>Qualifications</b>		
	A relevant qualification at SCQF level 8 or above	Application
<b>Experience</b>		
Significant experience of working with children or young people in a residential or community setting		Application/Interview
Significant experience of working with children and young people with a range of learning and physical disabilities.	2 years' experience of working with children on the Autistic Spectrum	Application/interview
<b>Knowledge</b>		
<p>Able to demonstrate an understanding and application of knowledge connected to working with children and young people:</p> <ul style="list-style-type: none"> <li>• Child Protection</li> <li>• Anti-discriminatory practice</li> <li>• Effects of disability on young people and their families</li> <li>• Childcare law and child protection/vulnerable groups</li> <li>• Human and child development, attachment and resilience</li> <li>• Children's and vulnerable groups' rights and responsibilities</li> <li>• Social care theory for practice</li> <li>• Professional boundaries</li> <li>• Interagency procedures and practice</li> <li>• Have a critical understanding of a selection of principal theories, concepts and practice</li> <li>• Have a critical understanding of a selection of principle theories, concepts and</li> </ul>		Interview

<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Means of Assessment</b>
terminology of models of social care and their application in residential practice		
<b>Skills</b>		
Communication – written and verbal		Interview/application
IT skills including communications and office applications	Microsoft Word Outlook	Interview
<p>Ability to:</p> <ul style="list-style-type: none"> <li>• Work in a therapeutic way with children and young people and use contemporary theory to inform practice</li> <li>• Develop and maintain appropriate relationships, with children and young people, colleagues and other agencies</li> <li>• Put learning and development into practice and work in a solution focussed, person centred way</li> <li>• Recognise and respond to the effects of abuse, deprivation, trauma and the</li> <li>• Communicate clearly and sensitively with colleagues, parents/young people and other agencies as appropriate.</li> <li>• Use alternative and augmentative communication methods to ensure children and young people understand and can be understood.</li> <li>• Work within established systems of work using approved approaches to help children and young</li> </ul>		Application and interview

<b><i>Essential Criteria</i></b>	<b><i>Desirable Criteria</i></b>	<b><i>Means of Assessment</i></b>
<p>people to manage their behaviour positively e.g CALM</p> <ul style="list-style-type: none"> <li>• Initiate, engage in, and promote meaningful activities for children and young people</li> <li>• Engage in reflective practice</li> <li>• Deliver services in a way which enables and empowers the service user</li> <li>• Assess need.</li> <li>• Work autonomously and as part of a team</li> <li>• Use initiative and make judgements drawing from their skills, knowledge, experience, learning and development</li> <li>• Use techniques and practices which are specialised or advanced</li> <li>• Practice in a range of professional contexts which include a degree of unpredictability.</li> </ul>		