

Person Specification: Family Support Worker, Glasgow

Essential	Means of Assessment
QUALIFICATIONS	
A relevant professional qualification at SCQF level 7 or above OR equivalent knowledge acquired by other means	Application
EXPERIENCE	
Experience of person-centred support planning and delivery	Application and selection process
Experience of direct work with children and carers/families with severe stress	Application and selection process
Experience of working with children, young people and parents/carers where child and/or adult protection issues arise	Application and selection process
Experience of working with children, young people and parents/carers affected by domestic abuse, mental health and/or substance misuse.	Application and selection process
VALUES	
Ability to demonstrate Aberlour's values of respect, integrity, innovative and challenging	Application and selection process
Ability to demonstrate the values and principles of personalisation, collaboration, dignity, informed choice, innovation, participation, responsibility and risk enablement	Application and selection process
SKILLS AND KNOWLEDGE	
The post holder should have knowledge around the key legislation, policy and practice, and key issues facing children and young people in Scotland	Application and selection process
The post holder should be able to demonstrate knowledge of person-centred practice, human development and learning	Application and selection process
Communication – engagement, listening, verbal, and written (including recording and report writing)	Application and selection process
Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications.	Application and selection process
ABILITY TO:	
Engage and communicate at various levels to ensure shared understanding	Application and selection process
Design and deliver innovative fresh flexible approaches to Family support	Application and selection process
Manage own time particularly to ensure that records are accurate and up to date	Application and selection process
Be willing to learn from and with families	Application and selection process
Tailor approach to different families' needs and wants by being flexible, adaptable and creative in approach to work	Application and selection process
Be willing to engage effectively in training and learning opportunities	Application and selection process