

PERSON SPECIFICATION – Guardian

Essential Criteria	Desirable Criteria	Means of Assessment
Qualifications		
A relevant qualification at SCQF level 8 or above		Application
	Office of Immigration Services Commissioner Level 2 Registration	Application
Experience		
Experience of direct work with young people/children at risk		Application/Interview
Experience of advocacy work and inter-agency and partnership working		Application/Interview
Experience or good knowledge of asylum systems		Application/Interview
Knowledge		
Knowledge of Child Care , Asylum and Immigration laws, and legislation and policy in relation to trafficking		Interview
Knowledge of physical, sexual and mental health issues		Interview
Local knowledge of available services eg. social work support, education and leisure		Interview
Knowledge of anti-discriminatory practice		Interview
Knowledge of social policy and its application to asylum and social care, and social work theories and methods of intervention		Interview
Skills/Ability		
Recognise and respond to the effects of deprivation, trauma and the environment on young people		Interview/application
Use of IT including communications and office applications	Microsoft Word Outlook	Interview/application

<i>Essential Criteria</i>	<i>Desirable Criteria</i>	<i>Means of Assessment</i>
Demonstrate good verbal and written skills and the ability to communicate clearly and sensitively as appropriate		Interview
Develop and maintain appropriate relationships with children and young people, colleagues and other agencies		Interview
Work within established systems of work including ability to manage difficult and challenging behaviour		Interview
Engage in reflective practice		Interview
Deliver services in a way which enables and empowers the service user		Interview
Undertake assessment of need and risk		Interview
Demonstrate self motivation, team working and ability to use initiative		Interview
Prioritise competing demands in a varied workload on an ongoing basis		Interview
Debrief and deal with trauma		Interview