Person Specification

Job Title	AARRC Practitioner
Grade	Career Grade Sc5 – SO1
Service/Section	Permanence Service
Directorate	Children's Services

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable
Knowledge	
Knowledge of the Children Act 1989 and the Quality Standards and Regulations for Children's Homes.	D
Have obtained a Level 3 Workforce Diploma in childcare or equivalent.	E
Knowledge and understanding of child protection issues and the issues facing young people living away from home.	E
Knowledge and understanding of providing supportive care to children/young people and through frameworks such as: secure base model, systemic practice, social learning theory and restorative approaches.	D
Skills and Abilities	
Ability to develop positive, supportive relationships with young people and their families, carers and other professionals, with an emphasis on good communication, mediation and team working, including the ability to maintain records and compile reports.	E
Skills in creating a homely and appropriate environment for young people from a range of social, ethnic and cultural backgrounds through sustaining anti-discriminatory practice, in line with the Council's Equal Opportunities policy, and ability to provide good primary care that meets their needs.	E
Ability to deal with the inherent stresses and challenges involved in working with young people who have experienced a range of difficult situations.	D
Ability to work shifts and sleep-in as required.	E
Ability to contribute to robust and thorough multi-agency assessments, where requested, which help the strengths, needs and provision to be identified for children, young people and families,	E

Experience	
Experience of working in a multi-cultural environment in the provision of non-discriminatory and anti-oppressive services.	E
Have a First Aid qualification or be willing to train for one.	D
Significant relevant experience of direct work with children and young people and therefore knowledge of child and adolescent development	
Significant relevant experience of direct work with children and young people and therefore substantial knowledge of child and adolescent development including knowledge of evidence-based practice and the ability to put into practice when working with children, young people and families in the context of this post.	D
Equal Opportunities	
Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.	E
Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	E