Person Specification

Job Title	Pathfinder – Young Persons Substance Misuse Service
Grade	Scale 5
Service/Section	YPSMS – Youth Justice Service
Directorate	Children's Services

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

Criteria	**Essential/ Desirable**
Knowledge	
Knowledge of child and adolescent development and the factors that put young people at risk of offending and substance misuse. Able to demonstrate evidence-based practice.	E
Knowledge of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post	E
Skills and Abilities	
An ability to contribute effectively to a team.	E
Ability to engage young people, their families and professionals. Sustain relationships using a range of approaches appropriate to ongoing after care of substance using Young People	D
Ability to work collaboratively with colleagues from other disciplines, in order to implement a multi-agency response to ongoing needs of young person.	E
To contribute to and develop sustainability plans for Young People leaving Young Persons Substance Misuse service intervention.	D
Ability to research appropriate onward activities/referrals and signpost / introduce Young People at the appropriate time.	E
Ability to work independently to deliver an effective service in line with strategic objectives.	E

An ability to work within RBG policies and procedures.	E
A sensitive, clear, and friendly communication style.	E
An ability to communicate effectively with a wide range of people including young people, colleagues, parents, and carers.	E
An ability to build positive working relationships.	D
An ability to work on your own initiative, and to be flexible.	E
Good listening skills.	E

A warm and patient personality.	D
An open-minded and non-judgemental approach to children, young people, and colleagues.	E
An ability to work positively with young people who display behaviour that challenges.	E
Enthusiasm and willingness to learn new skills	E
Be Reliable and punctual.	E

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