

## Person Specification

<b>Job Title</b>	Arts Sessional Worker (Young Persons Substance Misuse Service)
<b>Grade</b>	
<b>Service/Section</b>	Youth Justice Service
<b>Directorate</b>	Childrens Services

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

Criteria	Essential/ Desirable
<b>Knowledge</b>	
<ul style="list-style-type: none"> <li>Degree in an Art discipline (fine art, photography, film making, performance art etc)</li> </ul>	D
<ul style="list-style-type: none"> <li>An understanding of the importance that creativity has to emotional wellbeing and a young person's identity, self-perception, and emotional resilience.</li> </ul>	D
<ul style="list-style-type: none"> <li>An understanding of child-centred play and its vital importance for children and young people's development, health, and happiness.</li> </ul>	D
<ul style="list-style-type: none"> <li>An understanding of the practical implementation of inclusion and the issues facing children and young people who have substance misuse issues, mental health needs, and are part of the youth justice system.</li> </ul>	E
<b>Skills and Abilities</b>	
<ul style="list-style-type: none"> <li>An ability to plan and deliver high quality, accessible art sessions for children and young people with a wide range of needs and interests.</li> </ul>	E
<ul style="list-style-type: none"> <li>The ability to set creative goals, create consensual creative plans to support young people to build their portfolios to achieve their arts award qualification.</li> </ul>	E
<ul style="list-style-type: none"> <li>Specific skills or interests in at least one of the following areas: film making, music, drama, fine art, dance/movement, photography.</li> </ul>	E
<ul style="list-style-type: none"> <li>An ability to use these skills in delivering sessions for children and young people</li> </ul>	E
<ul style="list-style-type: none"> <li>An ability to contribute effectively to a team.</li> </ul>	D
<b>Experience</b>	

<ul style="list-style-type: none"> <li>• Experience working with children and/or young people in an art educational/therapeutic environment or a play or youth support setting.</li> <li>• Experience of delivering art and/or creative sessions to young people in an informal educational environment.</li> <li>• Experience evaluating and measuring impact of groups/creative sessions, whilst including the voice of the young person.</li> <li>• An ability to work within RBG policies and procedures.</li> <li>• A sensitive, clear, and friendly communication style.</li> <li>• An ability to communicate effectively with a wide range of people including young people, colleagues, parents, and carers.</li> <li>• An ability to build positive working relationships.</li> <li>• An ability to work on your own initiative, and to be flexible.</li> <li>• Good listening skills.</li> <li>• A warm and patient personality.</li> <li>• An open-minded and non-judgemental approach to children, young people, and colleagues.</li> <li>• An ability to work positively with young people who display behaviour that challenges.</li> <li>• Enthusiasm and willingness to learn new skills.</li> <li>• Be Reliable and punctual.</li> </ul>	<p style="text-align: center;">D</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>
<b>Equal Opportunities</b>	
<p>Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.</p>	<p style="text-align: center;">E</p>
<p>Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.</p>	<p style="text-align: center;">E</p>