



Person Specification			
Post title	Shield Child Exploitation Worker	Grade	J / £37,280 - £39,152

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months * * *

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Minimum 3 years and recent experience of working with children and families to deliver interventions to tackle child exploitation, serious youth crime/anti-social behaviour, educational failure, emotional/sexual health) on a one-to-one basis with the hard-to-reach cohort.	CV/SS, I
S2	Evidence a working knowledge of children who are or have been exploited or are at risk of being exploited sexually and criminally. With specific reference to understanding the issues faced by barriers to engagement, reducing the barriers by building a trusted relationship and working therapeutically.	CV/SS, I
S3	A good understanding of the range of economic and social issues likely to lead poor outcomes for children and their families. An understanding of child development, the impact of Adverse Childhood Experiences on factors that lead children to become exploited and/or to go missing from home or care.	CV/SS, I
S4	Experience of case management including undertaking child exploitation family assessments to identify risk and need and develop multi-agency, outcome focused family plans in partnership with families and partner agencies and act as the lead practitioner in the delivery of these. To ensure other professionals are adhering to the plan including disruption of child exploitation perpetrators.	CV/SS, I
S5	Ability to work within a multi-agency team, including reporting, monitoring and evaluation. To engage with and form appropriate professional working relationships with young people on an individual	CV/SS, I

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	basis and in group settings, and their families, including therapeutic and trauma informed interventions	
S6	Knowledge and understanding of key policy drivers and recent reports addressing child exploitation intervention and prevention with young people and families with multiple needs	CV/SS, I
S7	Ability to establish and maintain links and work in partnership with children, young people, their families, partner agencies and colleague professionals and evidence experience of effective multi agency working. Ability to deal with challenging and difficult behaviour and situations in a positive and professional manner	CV/SS, I
S8	Ability to work within a multi-agency team, including reporting, monitoring and evaluation. To work alongside police colleagues to ensure all disruption of adult perpetrators is being actioned.	CV/SS, I
S9	Demonstrable understanding of safeguarding the welfare and safety of children and young people.	CV/SS, I
S10	Experience of evidencing the impact of work with children and families through evaluation to demonstrate improved outcomes for families.	CV/SS, I
S11	Experience of convening and co-ordinating multi-agency meetings to address the needs of children and adults within families	CV/SS, I
S12	Excellent interpersonal and communication skills and good time management. Ability to write concise written records and reports.	CV/SS, I
S13	Experience of managing financial arrangements and being responsible for handling money.	CV/SS, I
Personal attributes and circumstances		
P1	Have a demonstrable understanding of equality and diversity issues and the ability to demonstrate good practice in this respect	I
P2	A flexible approach to working including ability to work core hours 8am-10pm Monday- Sunday for which appropriate time off in lieu (TOIL) can be accrued (and be flexible about work outside these hours depending upon service activity).	CV/SS, I
Qualifications		
Q1	A nationally recognised professional qualification relevant to the service that includes accredited knowledge of children and young people's development (e.g. Youth Work, Social Work, Teaching) or equivalent experience	CV/SS, C

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Q2	NVQ 3 in Care (GSCC recognised), or ability to work towards NVQ 3	CV/SS, C
Q3	Evidence of continued professional development	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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