

Person Specification – Youth Worker

Criteria: E=Essential, D=Desirable			
Shortlisting criteria assessed as: 1 = poor, 2 = fair, 3 = average, 4 = good, 5 = excellent			
Qualifications & Background		How identified	Score 1 - 5
Demonstrable experience of working with children with social and behavioural needs	E	Application/Interview	
Relevant work in a similar context (e.g.: education, health)	E	Application/Interview	
Experience of working with parents to support their child's development	E	Application/Interview	
Experience of supporting learning disaffected children in an educational environment	D	Application/Interview	
Experience of providing counselling/pastoral care	D	Application/Interview	
Experience of working in a school environment	D	Application/Interview	
Skills/Personal Qualities			
Able to motivate disaffected students and able to respond positively in emotionally demanding situations	E	Application/Interview	
Able to contribute constructively to the work of the team	E	Application/Interview	
Able to build and maintain constructive relationships with students and parents/carers.	E	Application/Interview	
Literacy skills – able to read, understand and differentiate written material within relevant curriculum	E	Application/Interview/Test	
Numeracy skills – able to add, subtract, multiply and divide to support students in accessing relevant curriculum.	E	Application/Interview/Test	
To be receptive to new ideas, approaches & challenges	E	Application/Interview	
Ability to show sensitivity and objectivity in dealing with confidential issues	E	Application/Interview	
Experience/Knowledge			
Able to demonstrate appropriate motivation to work with young people	E	Application/Interview	
Able to form appropriate relationships with young people	E	Interview	
Emotional resilience in working with challenging behaviours	E	Application/Interview	
Some knowledge of relevant policies and codes of practice and awareness of relevant legislation	E	Application	
Able to adopt appropriate attitude to show authority and maintain discipline	E	Application/Interview	
Some knowledge of national curriculum at appropriate key stage.	E	Application	
Safeguarding			
Show a personal commitment to safeguarding and promoting the welfare and rights of young people	E	Interview	
Can demonstrate an ability to contribute towards a safe environment	E	Interview	
General			
Committed to equality and diversity	E	Application	
Committed to own professional development	D	Application	