

PERSON SPECIFICATION

JOB TITLE: Senior Practitioner
GRADE: 9
DIRECTORATE: Children and Young People
SERVICE: Youth Justice Service

CRITERIA:

Experience

1. Experience of working with young people and families involved in offending. (E)
2. Supervisory experience. (D)

Skills and Abilities

3. Ability to design and operate alongside Team Managers a comprehensive case management system to ensure quality and effective results (E)
4. Able to work as part of a multi-agency team. (E)
5. Able to communicate effectively with young people, both individually and in a group setting. (E)
6. Ability to motivate and engage young people in programmes of work to address offending behaviour. (E)
7. Able to assess the needs of young people and their families and formulate interventions according to requirements of risk and vulnerability issues. (E)
8. To be able to make decisions and choices that involve young people and bring to the attention of Managers when necessary. (E)
9. Able to communicate effectively and negotiate and make presentations to the Court and advocate effectively in a variety of settings. (E)
10. Able to gather information and produce reports. (E)
11. Able to maintain and develop accurate case records both manually and electronically. (E)
12. Able to understand and apply guidance associated with relevant child-care and criminal justice legislation. (E)
13. Ability to recognise the impact of offending on the victims of crime and promote the creation of a safer Community. (E)
14. Participate in case and personal supervision, as required. (E)
15. Ability to assist in staff management in conjunction with the Manager including areas of appraisals, recruitment, development, welfare, discipline, motivation

- and overseeing reports. (E)
16. Ability to set clear objectives and outcomes for case management. (E)
 17. Participation in evaluation and monitoring of YJS objectives reflecting in performance from staff, external agencies in line with Youth Justice Board National Guidelines. (E)
 18. Ability to bring to the attention of Managers any situation where a young person is at risk or deemed to be a significant risk to others. (E)
 19. To be conversant with, and use, Information Technology facilities available within the Department. (E)
 20. To use appropriate models of working with young people dealing with offending behaviour. (E)
 21. Demonstrate effective skills in working with children and/or vulnerable adults (E)

Education/Qualifications/Knowledge

22. Numerate and literate. (E)
23. DipSW, CQSW or equivalent qualification ie Dip Probation Studies, Relevant Degree or Relevant NVQ4 and PCEP, or relevant qualification in the Criminal Justice Field. (E)
24. Able to take responsibility for own learning, reflect on own practice and make constructive use of the opportunities for personal and professional development. (E)

Other Requirements

25. To be able to work in and across, Cheshire East, Cheshire West, Halton and Warrington, as appropriate. (E)
26. Able to manage time effectively and prioritise own workload. (E)
27. Able to work unsociable hours as part of a duty rota, including evenings and weekends. (E)
28. Ability to drive and in possession of a current, valid driving licence and have access to own transport. (E)
29. Be available as required for call out responsibilities and duties outside of core hours. (E)
- 30.. Able to undertake appropriate training, including a compulsory induction programme of up to 2 weeks. (Due consideration will be given to those applicants with caring responsibility or disability). (E)

Commitment to Equal Opportunities

31. To be aware of the anti-discriminatory practices and plan interventions that address the particular needs of disadvantaged young people and families

- involved in the Criminal Justice System. (D)
32. Ability to develop and apply anti-discriminatory practice. (E)
 33. Ability to understand and demonstrate commitment to equality and diversity (E)

Commitment to Service Delivery/Customer Care

34. Able to build constructive relationships with parents and carers. (E)
35. Able to develop close links and work effectively with staff from other agencies in the voluntary and statutory sector, including the Courts. (E)
36. Willing to undertake further training. (E)

NOTE TO APPLICANTS:

Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

Methods of Assessment key

**A = application form, C = Certificate, E = Exercise, I = Interview,
P = presentation, T= Test, AC = assessment centre**