

**RAINBOWS HOSPICE FOR CHILDREN & YOUNG PEOPLE**  
**PERSON SPECIFICATION**

**LEAD YOUTH WORKER**

	Essential	Desirable	How Assessed
<b><u>Qualifications</u></b>			
Degree or professional qualification in youth work	✓		Application/ Certificates
Evidence of further training relevant to this post	✓		Application/ Certificates/ Interview
Evidence of continuing professional development		✓	Application/ Certificates
<b><u>Experience</u></b>			
Experience of managing sessional youth workers, youth work programmes and resources	✓		Application/ Interview
Evidence of participative face-to-face youth work in centre based, street or other settings	✓		Application/ Interview
Evidence of working with young people with disability, health care or other related needs.		✓	Application/ Interview
Ability to research and identify and respond effectively to the needs of young people	✓		Application/ Interview
Experience of providing training/development opportunities		✓	Application/ Interview
Experience of interpreting and analysing data in order to improve services		✓	Application/ Interview
Recent successful experience of partnership working that has evidenced improved outcomes for young people	✓		Application/ Interview
Experience of direct line management		X	Application/ Interview
<b><u>Knowledge</u></b>			
Sound knowledge of the curriculum for youth work	✓		Application/ Interview

Knowledge of youth work practice and methodology, particularly targeting hard-to-reach and non-service users.	✓		Application/ Interview
A clear vision about targeted youth work for vulnerable young people		✓	Application/ Interview
An understanding of desirable outcomes for young people	✓		Application/ Interview
An understanding of budgetary constraints	✓		Application/ Interview
<b>Other Requirements</b>			
An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations	✓		Application/ Interview
<b>Personal Qualities</b>			
Treats all young people and families with dignity, respect and understanding	✓		References/ Interview
Ability to set and maintain professional boundaries with staff, young people, parents and visitors	✓		References/ Interview
Ability to work with a multi-disciplinary team	✓		References/ Interview
Positive attitude towards change	✓		Interview
Ability to recognise stress in oneself and others and to manage it effectively	✓		Interview
Demonstrates motivation and commitment towards personal and professional development	✓		Application/ References
Car driver with access to vehicle	✓		Application