**Person Specification: Youth Worker**

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|  |  |  | **Assessed by:** | |
| **No** | **Categories** | **Essential /**  **Desirable** | **App Form** | **Interview/ Task** |
| **QUALIFICATIONS** | | | | |
| 1. | 5 GCSEs (incl. Maths and English Grade C or above) | E | ✓ |  |
| 2. | Educated to degree level or Equivalent | D | ✓ |  |
| 3. | Relevant professional qualification(s) in youth work. NB: the Trust is happy to support with the acquiring of relevant professional qualifications for the right candidate | D | ✓ |  |
| 4. | Evidence of continuous professional development and training | E | ✓ | ✓ |
| **EXPERIENCE** | | | | |
| 6. | Education / Academy sector experience | D | ✓ | ✓ |
| 7. | Strong understanding of the key principles of effective youth work | E | ✓ | ✓ |
| 8. | Knowledge and experience of working with children and families on a one to one basis | E | ✓ | ✓ |
| **ABILITIES, SKILLS AND KNOWLEDGE** | | | | |
| 9. | Patience, tolerance, resilience and flexibility | E | ✓ | ✓ |
| 10. | A strong commitment to young people and an understanding of the factors affecting their lives | E | ✓ | ✓ |
| 11. | The ability to treat young people's concerns with respect, tact and sensitivity, while being aware of the limits that are required by confidentiality and the boundaries that govern the youth/youth worker relationship | E | ✓ | ✓ |
| 12. | The ability to provide reliable support to young people and act with integrity in times of stress | E | ✓ | ✓ |
| 13. | To have high expectations of children and act as positive role model at all times | E | ✓ | ✓ |
| 14. | To be able to generate enthusiasm for education and school | E | ✓ | ✓ |
| 15. | Excellent interpersonal skills, with the ability to establish good relationships with young people and adults | E | ✓ | ✓ |
| 16. | Formal communication skills for presentations and report writing (support/guidance freely available) | E | ✓ | ✓ |
| 17. | Excellent time management with the ability to work to tight deadlines; organised and efficient | E | ✓ | ✓ |
| 18. | Proven ability to build positive relationships with students, parents and colleagues | E | ✓ | ✓ |
| 19. | The ability to communicate effectively | E | ✓ | ✓ |
| 20. | The ability to demonstrate initiative | E | ✓ | ✓ |
| 21. | Effective team member | E | ✓ | ✓ |
| 22. | Ability to maintain strict confidentiality in all matters and command confidence and credibility | E | ✓ | ✓ |
| **PERSONAL QUALITIES** | | | | |
| 23. | A strong commitment to both the school/Trust values and ethos, plus own professional conduct and ethics | E | ✓ | ✓ |
| 24. | Commitment to support the school/Trust’s agenda for safeguarding and equality and diversity | E | ✓ | ✓ |
| 25. | A willingness and ability to work outside of core hours if necessary | E | ✓ | ✓ |
| 26. | High attention to detail and self-awareness to resolve conflicts with sensitivity, and foster positive reputations and personal credibility as a leader | E | ✓ | ✓ |
| 27. | Deals with all stakeholders both positively and pragmatically | E | ✓ | ✓ |
| 28. | A firm commitment to continuing professional development | E | ✓ | ✓ |