



PERSON SPECIFICATION

GROUP WORKER

CANDIDATE NO:

For office use only		
Shortlisted:	Yes/No	Internal/External
Result of Interview	Appoint / Hold / Not Appointable	
Reasons for Decision		
Chair of Panel:		Date:

FOR OFFICIAL USE ONLY – NOT TO BE COMPLETED BY CANDIDATES

CRITERIA	HOW JUDGED	MET	PARTLY MET	NOT MET	COMMENTS
WORK RELATED EXPERIENCE					
<i>ESSENTIAL</i>					
1. Experience of working with vulnerable children, young people and families	Application Form and interview				
2. Experience in the delivery of therapeutic activities to children/young people	Application Form and interview				
3. Experience in the delivery of group sessions with children, young people and families	Application form and Interview.				
4. Experience of recruiting and supporting volunteers					
<i>DESIRABLE</i>					
1. Experience of working with children and young people experiencing bereavement or recently bereaved	Application Form and interview				



Supporting children,
young people and families

CRITERIA	HOW JUDGED	MET	PARTLY MET	NOT MET	COMMENTS
SKILLS AND ABILITIES					
<i>ESSENTIAL</i>					
1. Tact, sensitivity and diplomacy with families at times of personal stress both in their own homes and in the centre	Application Form, Interview task and interview				
2. Sound interpersonal skills and the ability to build a rapport with families	Application form, Interview task and interview				
3. Empathy and a non-judgmental attitude with an awareness of the impact of bereavement	Application Form, Interview task and interview				
4. Ability to market and promote the project and work collaboratively and co-operatively with volunteers and colleague agencies	Application Form and interview				
5. Strong literacy and numeracy skills with an ability to keep records and contribute to reports	Application Form and interview				
6. Group leadership skills	Application Form and interview				
7. Empathetic, supportive approach to working with children, families and volunteers	Application Form, Interview task and interview				
<i>DESIRABLE</i>					
1. Counselling qualification	Application Form and interview				
2. Childcare/Youth work qualification	Application Form and interview				



Supporting children,
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CRITERIA	HOW JUDGED	MET	PARTLY MET	NOT MET	COMMENTS
3. Play/Art therapy qualification	Application Form and interview				
KNOWLEDGE					
<i>ESSENTIAL</i>					
1 An understanding of the importance of confidentiality whilst working with families	Application form and interview				
2. Knowledge and understanding of safeguarding children and young people	Application form and interview				
3. Knowledge and ability to maintain professional boundaries	Application form and interview				
4. Knowledge of the bereavement process	Application form, Interview task and interview				
CIRCUMSTANCES					
<i>ESSENTIAL</i>					
1. Ability to drive and use of own vehicle during working hours, or ability to travel around the area	Application Form And interview				
<i>DESIRABLE</i>					
1. Ability to work occasional evenings and weekends.	Application Form And interview				