



PERSON SPECIFICATION

YOUTH 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 young people	Application Form and interview				
2. Experience of youth and community work	Application Form and interview				
3. Experience of delivering a community project	Application Form, Presentation and interview				
4. Experience of recruiting, training and supporting peer mentors	Application Form and interview				
SKILLS AND ABILITIES					
<i>ESSENTIAL:</i>					
1. A strong commitment to young people and an understanding of the factors affecting their lives	Application Form, Presentation and interview				

CRITERIA	HOW JUDGED	MET	PARTLY MET	NOT MET	COMMENTS
3. Excellent interpersonal skills, with the ability to establish good relationships with young people in an empathic and non-judgmental way	Application Form and interview				
4. A sense of adventure and willingness to try new things	Application Form and interview				
5. Literacy, numeracy, record keeping, presentation and report writing skills	Application Form and interview				
6. Empathetic, supportive approach to working with children, young people, families and volunteers	Application Form and interview				
7. Skills in using a range of on-line/virtual and social media support	Application Form and interview				
<i>DESIRABLE:</i>					
1. An interest in, or talent, for sport or performing arts	Application Form and interview				
KNOWLEDGE					
<i>ESSENTIAL:</i>					
1. A recognised Youth Work qualification	Application form and interview				
2. A strong commitment to young people and an understanding of the factors affecting their lives	Application form and interview				
3. An understanding of the importance of confidentiality whilst working with children, young people and families	Application form and interview				
4. Knowledge and ability to maintain professional boundaries	Application form and interview				
5. Knowledge and understanding of both Adult and Children Safeguarding	Application form and interview				

CRITERIA	HOW JUDGED	MET	PARTLY MET	NOT MET	COMMENTS
6. Knowledge of Health and Safety including risk assessments	Application form and interview				
<i>DESIRABLE:</i>					
1. Counselling qualification	Application form and interview				
CIRCUMSTANCES					
<i>ESSENTIAL:</i>					
1. Ability to work early evenings and occasional weekends	Application Form And interview				
2. Demonstrate the ability to travel across Centres in Hastings and Bexhill	Application Form And interview				