

## DEVELOPMENT WORKER

***Person Specification*** A person suitable for this post will be able to show the following...

Factor	Essential	Desirable
Skills	<ul style="list-style-type: none"> <li>• Excellent communication skills</li> <li>• Ability to understand and work within professional and personal boundaries</li> <li>• Ability to relate to young people and develop positive relationships</li> <li>• Good personal organisation</li> <li>• Ability to establish and maintain positive working relationships with other professionals and agencies</li> <li>• Literacy and Numeracy skills sufficient to assist young people and keep records</li> <li>• Ability to plan and deliver projects and activities</li> </ul>	
Attitude/approach	<ul style="list-style-type: none"> <li>• A positive outlook</li> <li>• Patient</li> <li>• Accepting/non-judgmental/understanding</li> <li>• Enthusiastic</li> <li>• Flexibility</li> <li>• Persistence to follow up issues</li> <li>• Committed to the Christian values and ethos of the organisation and able to represent these values to a wide range of people.</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>• Working with young people in a variety of different contexts</li> <li>• Working in partnership with a range of agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in urban city environments</li> <li>• Working with young people with challenging behaviour</li> <li>• Developing projects from planning to delivery stages</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Understanding of issues involved in working with young people from different cultural</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of Mentoring processes</li> </ul>

	<p>backgrounds</p> <ul style="list-style-type: none"> <li>• Understanding of empowering and participative approaches to working with young people</li> <li>• Understanding of issues relating to safeguarding and child protection.</li> </ul>	
Equal Opportunities	<ul style="list-style-type: none"> <li>• Understanding of issues relating to equal opportunities and able to apply these to real situations and contexts</li> <li>• Commitment to anti-discriminatory practice</li> </ul>	
Education & Training	<ul style="list-style-type: none"> <li>• Qualified (diploma or above) in Youth Work or other related field</li> </ul>	<ul style="list-style-type: none"> <li>• JNC recognised course</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Able to undertake evening work and occasional weekend and overnight residentials (most sessions will be evenings)</li> </ul>	<ul style="list-style-type: none"> <li>• Full UK Driving License</li> <li>• Able to drive a minibus (MIDAS training)</li> <li>• D1 (minibus) Entitlement</li> </ul>