

RAINBOW TRUST CHILDREN'S CHARITY

PERSON SPECIFICATION – Family Support Worker

	Essential	Desirable
Experience (Previous roles, types of organisations)	Professional experience of working with children and families Demonstrable success in a role which requires understanding of grief, loss and bereavement issues Providing services in a health, social care, youth or education setting Safeguarding children and vulnerable adults practice Working in a stressful and emotional environment	Working regularly within a community environment Professional experience/training in supporting others through loss/ bereavement
Special Competencies (Specific job-related skills knowledge understanding)	Excellent communicator – both verbal and written Understanding of principles of information sharing and data protection Competent IT skills including MS Office knowledge Practical knowledge of diversity issues affecting children, young people and their families	
Disposition (Influence over others, dependability, self-reliance)	Leads by example, drawing on personal expertise Very socially focussed – with an emphasis on helping others Working at a fast pace handling details whilst maintaining accuracy Warm and persuasive team member who openly communicates Working with and through others, building supportive relationships Strong friendly follow-up to ensure tasks are completed correctly	
Thinking Style (Practical, conceptual, innovative, traditional, change orientated)	Collaborative and responsive to others needs and concerns Inclusive decision making through building consensus Practical and people oriented Adherence to established guidelines and procedures	
Attainments (Academic & prof qualifications & training)	Willingness to work towards a professional qualification	Qualification in education, health or social care
Motivation (Ambition, money, security)	Genuine interest in the organisation, its management & its service users Completing tasks quickly and correctly Every day is different	
Circumstances (Mobility, special demands of job, unsocial hours)	Full current driver's licence Commitment to own continuing professional development Flexible hours, to accommodate team and family need Ability to recognise personal and professional stress and to access appropriate support	