

Person Specification – Group Worker



Essential and desirable skills, abilities, experience, knowledge and special requirements for the post of Home-Start Group Worker.

This form also indicates how the different requirements may be assessed during the selection process:

A = Application Form, I = Interview, E = Exercise

Person Specification – Group Worker			
ESSENTIAL	Method of Assessment		
	A	I	E
Education and qualifications			
Good standard of education	✓		
Employment History			
Experience of planning and delivering family support group programmes	✓	✓	
Experience of supervising volunteers	✓		
Supporting Families through Group Work			
Ability to plan and implement a programme of groupwork	✓		✓
Good presentation skills			✓
Understanding of the needs of families with young children	✓	✓	✓
A thorough understanding of safeguarding issues	✓	✓	
Knowledge of child development and family support	✓	✓	
Knowledge of postnatal care and current practice	✓	✓	✓
Knowledge of mental health issues and perinatal mental health issues	✓	✓	✓
Knowledge of current legislation and policies relating to children and families	✓		
Good IT skills, including Microsoft Office, databases, social media and online platforms	✓	✓	
Ability to prepare case studies and statistical information for reporting	✓	✓	

Person Specification – Group Worker			
	A	I	E
Working in partnership in the wider context			
Knowledge of the roles of agencies providing services for children and families, particularly in the perinatal period	✓	✓	
Experience of networking in the community	✓		
Self management/personal attributes			
Excellent interpersonal skills		✓	✓
A positive and creative approach to tackling tasks	✓		
Commitment to good safeguarding practice	✓	✓	
Ability to work as part of a team	✓	✓	
Ability to work on own initiative, planning and prioritising workload	✓		
Knowledge of and commitment to equal opportunities and anti-discriminatory practice	✓	✓	
Understanding of the need for professional confidentiality	✓	✓	
Special requirements			
Willingness to work flexibly		✓	
Willingness to access training opportunities		✓	
Full UK driver's licence and access to a car	✓		
Eligibility to work in the UK	✓		

DESIRABLE			
Knowledge and experience of using recognised outcome measures and monitoring and evaluating systems.	✓		
Training/qualification relevant to support of families in the perinatal period and early parenthood.	✓		