

Person Specification: Sustain – Community Support Practitioner

Essential	Desirable	Means of Assessment
QUALIFICATIONS		
A relevant professional qualification at SCQF level 7 or above OR equivalent knowledge acquired by other means		Application
EXPERIENCE		
Experience of person-centred support planning and delivery		Application and selection process
Experience of direct work with children and carers/families with severe stress		Application and selection process
Experience of working with children, young people and parents/carers where child and/or adult protection issues arise		Application and selection process
VALUES		
Ability to demonstrate Aberlour's values of respect, integrity, innovative and challenging		Application and selection process
Ability to demonstrate the values and principles of personalisation, collaboration, dignity, informed choice, innovation, participation, responsibility and risk enablement		Application and selection process
SKILLS AND KNOWLEDGE		
The post holder should have knowledge around the key legislation, policy and practice, and key issues facing children and young people in Scotland		Application and selection process
The post holder should be able to demonstrate knowledge of person-centred practice, human development and learning		Application and selection process

Communication – engagement, listening, verbal, and written (including recording and report writing)		Application and selection process
IT skills including communications and office applications		Application and selection process
ABILITY TO:		
Engage and communicate at various levels to ensure shared understanding		Application and selection process
Design and deliver innovative fresh flexible approaches to Family support		Application and selection process
Manage own time particularly to ensure that records are accurate and up to date		Application and selection process
Be willing to learn from and with families		Application and selection process
Tailor approach to different families' needs and wants by being flexible, adaptable and creative in approach to work		Application and selection process
Be willing to engage effectively in training and learning opportunities		Application and selection process
OTHER INFORMATION		
As you will require to visit families you will ideally have access to a vehicle for work travel		Application