



Person Specification

Post Title: Family Group Conference Facilitator

Post Number: S97/S98

Knowledge	E = Essential D = Desirable	Identified By
Knowledge and understanding of family dynamics and family processes including families with multiple and complex needs.	E	Application/Interview
Working knowledge of research and policy development in relation to family group conferencing model.	D	Application/Interview
Knowledge of factors which affect young people, including child sexual exploitation, youth offending, gangs, substance misuse, child to parent violence.	E	Application/Interview
Knowledge of factors relating to adults and how this may affect their parenting capacity including mental health, domestic violence, substance misuse.	E	Application/Interview
Skills and Abilities	E = Essential D = Desirable	Identified By
Strong interpersonal skills with the ability to engage hard to reach children, young people and families.	E	Application/Interview
Ability to prioritise and to work on own initiative as well as within a team.	E	Application/Interview
Ability to communicate clearly.	E	Application/Interview
Computer literate.	D	Application/Interview
Experience	E = Essential D = Desirable	Identified By
Experience of working with vulnerable children and their families, as a family group conference facilitator.	E	Application/Interview
Experience and use of SMART planning.	D	Application/Interview
Experience of working within a statutory setting.	D	Application/Interview
Qualifications	E = Essential D = Desirable	Identified By
Family Group Conference Training	E or E willingness to	Application / Certificate



	complete training	
Other Circumstances	E = Essential D = Desirable	Identified By
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview
There is a contractual requirement for the postholder to provide a car for the efficient and effective performance of the duties of this role. The postholder is therefore required be a car driver with a valid driving licence and access to a car.	E	Application Form / Licence

*If an applicant cannot drive as they are precluded by disability, applicants are still welcome. Applicants are asked to provide a statement as to how they will be in a position to alternatively meet the requirements to enable the duties to be carried out effectively and efficiency with reasonable adjustments”

** The requirement for individuals to provide a vehicle for work is referenced in National Conditions (Green Book) which also confirm that it is the local authority that determine whether car use is remunerated at casual or essential rates, in accordance with Council policy. The award of essential car user allowance must be seen as distinct from the requirement to provide a car for work.

For an employee to either retain or be awarded the allowance, the relevant criteria outlined above must be met. Assessment for eligibility for essential car user allowance can be made after 6 months employment.

Car usage is assessed annually. The principle of the annual review of the allowance recognises that individuals meet the criteria on an ongoing basis. If the criteria are met year on year, the allowance will remain. If the criteria are not met in any given year, the allowance will be removed. It would remain entirely possible for an individual to meet the criteria again in future years