

The Coastal Collective



Person specification form		
Job title: Family Link Worker	Grade: Grade 5	
Establishment or team: The Coastal Collective CIO		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), test (T), or other (give details)
Qualifications		
NVQ level 3 qualification (or equivalent) or substantial experience in a relevant specialised, technical or operational field	E	AF
Level 2 or equivalent qualification in English/Literacy and Mathematics/Numeracy	E	AF
Experience		
Experience of, or the ability to demonstrate the competence to work directly with individual families, children or young people to identify and assess their needs and make appropriate planned responses which seek to improve outcomes.	D	AF
Experience of working with a wide range of other professionals to develop and deliver shared initiative for children, young people and families.	E	AF/I
Knowledge, skills and abilities		
Working knowledge and understanding of the working practices, processes and procedures relevant to the role in early help.	E	AF/I
Empathy and sensitivity to the needs arising from a wide range of family dynamics.	E	AF
Good understanding of the developmental milestones of children and young people and the issues that affect them in contemporary society	E	AF/I
Good analytical, assessment and critical reflection skills	E	AF/I
Good written and verbal communication skills	E	AF/I
The ability to influence the practice of others based on technical or professional expertise.	E	AF/I
Ability to build and maintain effective networks and relationships.	E	AF/I
Ability to work as a member of a team, including collaborating with school-based colleagues.	E	AF/I
Ability to work without close supervision.	E	AF/I
Ability to undertake an ongoing review of one's own performance and progress towards targets and objectives.	E	AF/I

Ability to make effective use of ICT	E	I
Flexible attitude to work	E	AF/I
Other (including special requirements)		
1. Commitment to safeguarding and protecting the welfare of children and young people	E	I
2. Commitment to equality and diversity	E	I
3. Commitment to health and safety	E	I
4. Commitment to attendance at work	E	I
5. Commitment to undertake in-service development	E	I
Prepared by: The Coastal Collective	Date: 2 nd May 2023	
Note: We will always consider your references before confirming a job offer in writing.		