



PERSON SPECIFICATION: YOUTH WORKER

No	Categories	Essential / Desirable	Assessed by:	
			App Form	Interview/ Task
QUALIFICATIONS				
1.	5 GCSEs (incl. Maths and English Grade C or above)	E	✓	
2.	Educated to degree level or Equivalent	D	✓	
3.	Relevant professional qualification(s) in youth work. NB: the Trust is happy to support with the acquiring of relevant professional qualifications for the right candidate	D	✓	
4.	Evidence of continuous professional development and training	E	✓	✓
EXPERIENCE				
6.	Education / Academy sector experience	D	✓	✓
7.	Strong understanding of the key principles of effective youth work	E	✓	✓
8.	Knowledge and experience of working with children and families on a one to one basis	E	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
9.	Patience, tolerance, resilience and flexibility	E	✓	✓
10.	A strong commitment to young people and an understanding of the factors affecting their lives	E	✓	✓
11.	The ability to treat young people's concerns with respect, tact and sensitivity, while being aware of the limits that are required by confidentiality and the	E	✓	✓

	boundaries that govern the youth/youth worker relationship			
12.	The ability to provide reliable support to young people and act with integrity in times of stress	E	✓	✓
13.	To have high expectations of children and act as positive role model at all times	E	✓	✓
14.	To be able to generate enthusiasm for education and school	E	✓	✓
15.	Excellent interpersonal skills, with the ability to establish good relationships with young people and adults	E	✓	✓
16.	Formal communication skills for presentations and report writing (support/guidance freely available)	E	✓	✓
17.	Excellent time management with the ability to work to tight deadlines; organised and efficient	E	✓	✓
18.	Proven ability to build positive relationships with students, parents and colleagues	E	✓	✓
19.	The ability to communicate effectively	E	✓	✓
20.	The ability to demonstrate initiative	E	✓	✓
21.	Effective team member	E	✓	✓
22.	Ability to maintain strict confidentiality in all matters and command confidence and credibility	E	✓	✓
PERSONAL QUALITIES				
23.	A strong commitment to both the school/Trust values and ethos, plus own professional conduct and ethics	E	✓	✓
24.	Commitment to support the school/Trust's agenda for safeguarding and equality and diversity	E	✓	✓
25.	A willingness and ability to work outside of core hours if necessary	E	✓	✓

26.	High attention to detail and self-awareness to resolve conflicts with sensitivity, and foster positive reputations and personal credibility as a leader	E	✓	✓
27.	Deals with all stakeholders both positively and pragmatically	E	✓	✓
28.	A firm commitment to continuing professional development	E	✓	✓