

# Post Specification

## Post Specification - Key Information

- **Post Title:** Family Resilience Worker
- **Date:** June 2025
- **Post Group Number:** 6815
- **Job Family:** People Care and Development
- **Job Family Role Profile:** PCD8ii
- **Final Grade:** Grade 9

To be read in conjunction with the job family role profile.

## Service Area Description

This post sits within the Children & Young People Service.

## Purpose of this Post

To improve outcomes for vulnerable children, young people and their families by providing practical support and intervention through working as part of a multiagency team housing a range of complex needs. This is largely an out of hours role to allow the relevant support to be provided

## Key Job Specific Accountabilities

1. Work with adults to help improve parenting skills to meet the identified needs of individual children
2. Work as part of a multiagency team around the child to an agreed plan. By providing practical support and assertive outreach
3. Transport or escort children or vulnerable adults positively and safely.
4. Prepare and maintain accurate records and reports in accordance with departmental refinement including statutory functions and assessments.
5. Help families to improve their quality of living by helping and supporting them to have tidy, clean houses to enable children and young people to be safe and happy at home.
6. To assertively support families within the SOI methodology to maintain children in their home and family environment.
7. To work assertively with families and enable who are in public care to return home safely.
8. Ensure the voice of children and young people are heard and informed plans and decisions made about them through direct work.
9. Work to evidence therapeutic direct intervention with children and young people, who have complex needs that, their parents or carers in accordance with the agreed plan.
10. Contribute to County Council emergency planning activity in a time of crisis.
11. Enhance the Councils image within the community by promoting awareness of services and achievements to encourage greater public participation.
12. Work flexibly, often out of hours, to meet the needs of children and families.

Please note: Annual targets will be discussed during the appraisal process.

### Key Facts and Figures of the Post

- **Budget Responsibilities:** None
- **Staff Management Responsibilities:** None
- **Other:** (Any other relevant facts and figures)

### Essential Criteria

#### **Qualifications:**

- NVQ 3 or equivalent in relevant professional area, social care, education, NNEB, childcare
- Evidence of ongoing professional development

#### **Knowledge:**

- Knowledge of current relevant national policies, statutory guidance and legislation in respect of children and young people including child protection
- Knowledge of child development 0-19 inclusive and working with these groups, their families and/or carers
- Knowledge of managing challenging behaviour
- Understanding of working with drug, alcohol, domestic violence and mental health issues
- Knowledge of attachments theory and behaviours
- Understanding of equality and diversity issues
- Knowledge of the impact of loss and trauma on

#### **Experience:**

- Experience of working with other agencies and partners to improve outcomes for children and young people

#### **Expertise:**

- Ability to assess, complete and review a need led child's plan
- Ability to deal with difficult, sensitive, emotional and stressful work
- Ability to show empathy and understanding of other views

### Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.
- The level of check required is (*remove others not required*):
  - DBS Enhanced - Children & Adults

### Job Working Circumstances

- **Emotional Demands:** Post has regular contact with people who are distressed and/or disadvantaged
- **Physical Demands:** Occasional requirement for lifting and carrying of e.g. young children, car seats
- **Working Conditions:** Exposure to some abusive language and aggressive behaviour
- **Other Factors:** Ability to travel independently and able to work flexible and unsociable hours

### Other Factors:

- This could include e.g. requirement to travel, or requirement to work outside of normal office hours