



Person Specification

Note To Applicants

The points that are marked 'E' are the essential requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

Job Title	Partnership Link Worker
Grade	6
Directorate	Families and Wellbeing
Service	Early Help

Criteria

Experience		
1. Significant experience of working with children, young people and families in a variety of settings including the family home.	A/I	E
2. Experience of completing whole family assessments and undertaking the role of the lead professional. (D) A, I	A/I	D
3. Experience of providing early help/early intervention to children, young people and families.	A/I	D
4. Experience in the identification of root causes of behaviours and the associated impacts on family functioning.	A/I	D
5. Experience of challenging professionals and partners to meet the needs of the whole family.	A/I	E
6. Experience of working within a multi-agency environment and liaising with staff from a wide variety of partner services.	A/I	E

7.Experience in the use of appropriate safeguarding practices in relation to children, young people and adults.	A/I	E
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Skills and Abilities		
1.Ability to build positive working relationships with a variety of individuals (including children, young people, families, colleagues, external partners and other key stakeholders).	A/I	E
2.Ability to communicate effectively and diversely with families and professionals from a wide range of voluntary and statutory agencies.	A/I	E
3.Ability to work under own initiative.	A/I	E
4.Ability to work as part of a multi-agency team using a whole family working approach.	A/I	D
5.Ability to model whole family working practice to professionals, colleagues and partners.	A/I	E
6.Ability to undertake appropriate needs assessments to co-ordinate appropriate services to meet family needs (e.g. Early help assessment)	A/I/E	D
7. Ability to maintain appropriate written records of interventions.	A/I	E
8.Ability to work under a performance management framework and closely monitor the outcomes of families	A/I	D
9.Ability to be persistent, assertive and constructively challenging regarding the behaviour and actions of children, young people and families	A/I/E	E
10.Ability to think creatively in order to support the best possible outcomes for children, young people and families	A/I/E	E
11.Ability to be persistent, assertive and constructively challenging to partners working with families to ensure whole family outcomes are achieved	A/I/E	E

Education, Qualifications and Knowledge		
<ul style="list-style-type: none"> Level 2 (or equivalent) in numeracy and literacy 	A/C	E
<ul style="list-style-type: none"> NVQ Level 3 (or equivalent) in a related field (i.e. social care, health, education, childcare, parenting) 	A/C	D
<ul style="list-style-type: none"> Good understanding of child development 	A/I/E	E
<ul style="list-style-type: none"> Good understanding of statutory frameworks relating to children and families including Childcare Act 2006, Working Together 2023 and relevant Health and Safety legislation 	A/I/E	E
<ul style="list-style-type: none"> Demonstrate the ability to use IT software including office 	A	E
<ul style="list-style-type: none"> Demonstrate an understanding of professional boundaries 	A/I	E

Commitment To Equal Opportunities		
Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	A/I	E

Commitment To Service Delivery / Customer Care		
Committed to providing an excellent customer experience and embedding customer focus in all aspects of service delivery.	A/I	E

Climate and Sustainability		
Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.	A/I	E

Methods of Assessment Key		
A Application Form	I Interview	C Certificate

T Test	P Presentation	AC Assessment Centre

Review Arrangements

The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently, the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.

Prepared / Revised By	Clare Millar
Role	Early Help Support Team Manager
Date	Macrh 2026
Signature of Role Holder (following appointment)	
Date Signed	