

## Children and Young People Policy Lead

### Person Specification

**Applicants will be expected to demonstrate the following through the recruitment process. In question 11 of the application form applicants should detail their skills, experience and knowledge for all items marked with \***

		Essential/ Desirable	Assessed
1.	Knowledge of the issues affecting individuals with severe learning disabilities whose behaviour challenges services and their families	Essential*	Application form & interview
2.	Knowledge of key policy, best practice and research affecting children with learning disabilities and behaviour described as challenging including the SEND reforms and Transforming Care	Essential*	Application form & interview
3.	Experience of working with (or in) children's education, health or social care services or lived experience as a family carer	Essential*	Application form & interview
4.	Excellent knowledge of Positive Behaviour Support and other evidence-based practices	Essential *	Application form, evidence & interview
5.	Educated to degree level or equivalent	Essential*	Application form & evidence
6.	Project Management skills / experience of managing budgets & complex projects	Essential*	Application form & interview
7.	Ability to engage, motivate and influence at all levels	Essential*	Application form & interview
8.	Good verbal communication skills with diverse groups	Essential	Interview
9.	Good computer literacy skills	Essential	Application form & interview
10.	Ability to produce high quality written resources tailored to different audiences	Essential	Interview
11.	Commitment to the values within Valuing People (2001), Valuing People Now (2008) and the Challenging Behaviour–National Strategy Group charter	Essential*	Application form & interview
12	A commitment to promoting equality, diversity, and human rights.	Essential*	Application form & interview

13.	Ability to travel (as required – in line with current restrictions and guidance)	Essential*	Application form & interview
14.	Ability to work collaboratively, independently and as part of a team both internally and externally	Essential*	Application form & interview
15.	Ability to manage, supervise and motivate staff	Essential*	Application form & interview
16.	Experience of voluntary sector working	Desirable*	Application form & interview
17.	Experience of working directly with children with severe learning disabilities and behaviour described as challenging	Desirable*	Application form & interview

NOTE: This post is subject to a basic disclosure