

PERSON SPECIFICATION: Creative Sessional Support Worker



Note to applicants: The ideal post holder should meet all the essential requirements detailed below. Consideration will be given to desirable requirements if there are more than 6 candidates who meet all the essential requirements. With reference to the requirements under **item 4** where it is referenced 'application' it is sufficient to **indicate agreement** to commit to the identified professional areas.

SELECTION CRITERIA	METHOD OF ASSESSMENT	ESSENTIAL	DESIRABLE
1. Training, Qualifications & Experience			
The successful candidate will have:			
a. Experience working with young people in creative or support settings.	✓ Application	x	
b. Ability to work flexibly and respond to changing needs.	✓	x	
c. Your own creative practice that supports the understanding of various aspects involved in the development, creation and showcasing of work.	✓		x
d. Ability to oversee projects from conception to realisation including design aspects to create or promote the work	✓	x	
e. Strong communication and interpersonal skills.	✓	x	
f. Commitment to inclusive practice and safeguarding	✓	x	
g. A minimum of 2 years' experience working with young people aged 11-25 years.	✓ Application ✓ Interview	x	
h. Experience in providing effective and empowering individual support to young people (11 - 25 year olds) under stress / with mental health challenges.	✓ Application ✓ Interview	x	
i. Experience of delivering psycho-social support to young people with learning disabilities, Autism Spectrum Disorders and Asperger's.	✓ Application ✓ Interview		x
j. Experience of working with young people in a group setting, and an ability to deal with difficult and challenging group dynamics.	✓ Application ✓ Interview	x	
2. Knowledge			
The successful candidate will be able to demonstrate knowledge and understanding of:			
a. Understanding of mental health and the role creativity can play in well-being.	✓ Application ✓ Interview	x	
a. Proficient ICT skills including use of Office applications.	✓ Application	x	
3. Skills & Abilities			
The successful candidate will be able to:			
a. Engaging young people individually using creative and imaginative methods, models and processes.	✓ Application ✓ Interview	x	

b. Ability to project manage and realise creative projects with young people. Working within budgets and time frames.	✓ Application ✓ Interview	x	
c. Work in a way that engages and demonstrates consistent commitment to issues of equality and diversity.	✓ Application ✓ Interview	x	
d. Develop and deliver external training for a variety of audiences.	✓ Application		x
e. Effective and positive communicator, both in person and in writing.	✓ Application ✓ Interview	x	
f. Plan, organise and prioritise own workload and manage time effectively.	✓ Application ✓ Interview.	x	
4. Professional Commitment			
The successful candidate should be able to demonstrate commitment to:			
a. Ensuring that issue of equality and a respect for diversity is reflected in all aspects of work.	✓ Application ✓ Interview	x	
b. Work at locations across Greater Manchester and work up to 2 evenings per week and occasional weekends.	✓ Application	x	
c. Continued professional development through undertaking training and participating in other learning opportunities.	✓ Application	x	
d. Recognition of the need to be accountable for work through supervision, performance management and other relevant processes.	✓ Application ✓ Interview	x	
e. Work as part of a team, contributing to 42 nd Street's effectiveness, quality of services, skills and expertise.	✓ Application ✓ Interview	x	