

Person Specification – Criminal Justice Support Worker – Willow Group & Keyworker

	Essential	Desirable	Determined from: Application form (Tick if applicable)	Identified at Interview (Tick if applicable)	Identified from other source (To be detailed) Test/Presentation/Case study/Set question(s) etc
Qualifications	Education to Higher level (equivalent to Scottish Credit and Qualifications Framework (SCQF) Level 6)	Relevant additional qualification (e.g. care /support work volunteer qualification from support agency)	✓ ✓	✓ ✓	
Experience	Experience of working in a community based health or social care environment	Experience of working in drug or alcohol field	✓ ✓	✓ ✓	
		Experience of delivering / taking part in groupwork	✓	✓	
Knowledge	Understanding of social inclusion Knowledge of drugs and their effects Direct experience of working with people in a supporting role	Knowledge of criminal justice system Knowledge of range of community services (NHS, drugs, alcohol,	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	

Person Specification – Criminal Justice Support Worker – Willow Group & Keyworker

	Essential	Desirable	Determined from: Application form (Tick if applicable)	Identified at Interview (Tick if applicable)	Identified from other source (To be detailed) Test/Presentation/Case study/Set question(s) etc
		employment, etc.) Knowledge of health and safety issues	✓	✓	
Skills	Good communication skills (verbal and written) Relevant IT skills (Microsoft Word, Outlook) Ability to develop effective working relationships Ability to work as a member of a team	 Ability to use initiative but operate within agreed level of authority	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓	
Values/ Attitudes	An understanding of the support needs of service users A commitment to working within the ethos, values and principles of Sacro		✓ ✓	✓ ✓	
Other		Driving licence and access to a car satisfying the appropriate insurance requirements	✓		

*** Please note that specific posts within Sacro are subject to a satisfactory Disclosure Scotland Check. Driving licence, insurance documentation and qualifications will be verified, where required, for “preferred candidates” only.**