

PERSON SPECIFICATION

Job title	Violence Against Women and Girls Advocate (VAWG)
Location	Across Cleveland
Hours	Full time (35 per week). The successful candidate would need to work flexibly to meet the needs of the service with some evening and weekend work required.
Reports to	UNITY Service Manager

Evidence of meeting the selection criteria will be assessed via: application(A) interview/exercise(IE) or during probation period(P)	A	IE	P
The person will have the following qualifications, knowledge and experience:			
<ul style="list-style-type: none"> Level 3 (NVQ or A level) or equivalent in social care or another relevant discipline or equivalent (may consider non-related Level 3 qualification or equivalent and relevant work experience). 	X	X	X
<ul style="list-style-type: none"> Post qualifying experience (minimum of 2 years) of working with young women and across the transitional period (as children or adults or both). 	X	X	X
<ul style="list-style-type: none"> A good understanding of the client group (specifically around the transitional age between childhood and adulthood) and the ability to establish and sustain contact with vulnerable young women. 	X	X	X
<ul style="list-style-type: none"> Knowledge and experience of Safeguarding, risk assessment and Health and Safety practice (and willingness to undertake any further relevant training). 	X	X	X
<ul style="list-style-type: none"> Experience of taking a multi-agency approach and working in partnership with public and voluntary sector organisations. 	X	X	X
<ul style="list-style-type: none"> Experience of identifying and assessing need using screening and assessment tools (including individual and activity risk assessments) 	X	X	X
<ul style="list-style-type: none"> Knowledge and relevant experience of working from a trauma informed, gender informed, person centered perspective. 	X	X	X
<ul style="list-style-type: none"> Knowledge and understanding of the impact of gender-based violence and sexual abuse/exploitation and how clients may present following the impact of such trauma. 	X	X	X
<ul style="list-style-type: none"> Experience of working to targets, recording monitoring and evaluating data and producing reports. 	X	X	X
<ul style="list-style-type: none"> Experience in using Microsoft Office Suits 	X	X	
<ul style="list-style-type: none"> Knowledge and experience of developing service provision 	X	X	X

The person will have the following skills and abilities:			
<ul style="list-style-type: none"> • Excellent communication skills in order to engage with young women and liaise with volunteers and other organisations 	X	X	X
<ul style="list-style-type: none"> • Good organisational skills 	X	X	X
<ul style="list-style-type: none"> • Be able to work alone and self-start as well as represent the organization within the partnership consortium. 	X	X	X
<ul style="list-style-type: none"> • Ability to prioritise work and complete within given timescales 	X	X	X
<ul style="list-style-type: none"> • Passionate about working with vulnerable young women in a motivational and non-judgmental way 	X	X	X
<ul style="list-style-type: none"> • Confidence and resilience to use professional challenge appropriately in order to achieve the best results for clients. 	X	X	X
<ul style="list-style-type: none"> • Ability to facilitate change and empower service users by developing their confidence, knowledge, and skills 	X		X
<ul style="list-style-type: none"> • Holds a clean and full driving licence 	X	X	X
<ul style="list-style-type: none"> • Able to work within and uphold the organisation's values & ethos 	X	X	X
The following would be desirable:			
<ul style="list-style-type: none"> • Experience of working within the voluntary sector 	X	X	
<ul style="list-style-type: none"> • Experience of working with young girls and women who have experienced gender-based violence and sexual abuse/ exploitation. 	X	X	