

CAPS Independent Advocacy

**Children & Young People's Individual Advocacy  
Worker**



## **PERSON SPECIFICATION**

### **ESSENTIAL**

- Have experience of working in a way that is directed by the interests, views and wishes of the people you are working with;
- Have experience of working with children and young people;
- Have a good understanding of Independent Advocacy and the SIAA Principles, Standards & Code of Best Practice;
- Know how to involve children and young people in decision-making about their situation in a positive, effective and non-judgemental way;
- Have knowledge of the Children's Hearing system and of relevant legislation and guidance about young people and their rights, including: the Children (Scotland) Act 1995, Children's Hearings (Scotland) Act 2011, National Practice Model guidance and Getting it Right for Every Child;
- Have experience of communicating sensitively and appropriately with a range of people including children and adults, both verbally and in writing;
- Have experience of working within agreed boundaries of confidentiality and knowledge of child protection procedures;
- Have experience of working independently and completing tasks to agreed timescales – being self motivated and able to use initiative appropriately;
- Have experience of recording data using an electronic case management system and of using Microsoft Office computer packages, including Word and Outlook;
- Ability to recognise what would constitute a conflict of interest in this advocacy role;
- Ability to work flexibly during the week and available to cover additional work across a large geographical area as required;
- Have a driving licence and use of a car.