

CHILDREN'S RIGHTS DEVELOPMENT WORKER

Job Description and Person Specification

JOB DESCRIPTION	
AVENUE:	
<p>AVENUE is a charity, based in the North East of Scotland, that provides a range of services to families, children and individuals. We help families and individuals to overcome obstacles to wellbeing and find ways forward through the challenges that life can bring.</p>	
VALUES:	<ul style="list-style-type: none"> • Effectiveness • Integrity • Respect • Credibility • Innovation • Independence
AIMS:	<p>To support AVENUE to embed a rights-respecting, child-and-family-focused culture across all its services and activities.</p> <p>To support AVENUE to align its service with the principles of 'The Promise'.</p>
MAIN DUTIES:	<ul style="list-style-type: none"> • To review AVENUE's service delivery with reference to 'The Promise'. • To develop, from the review, an action plan to ensure that AVENUE's services and activities are aligned to the principles of 'The Promise'. • To develop co-produced models across AVENUE, that include families and children in service development, design and delivery. • To work with AVENUE's Senior Leadership team to embed a rights-respecting, child-and-family-focused culture across the organisation.

	<ul style="list-style-type: none">• To conduct a training needs analysis and develop a training plan for the organisation to support this work.• To represent AVENUE in consultations with Relationships Scotland, ensuring that, in as far as is practicable, learning is shared across the RS network.• To build partnership-working as appropriate with (eg) other third sector organisations, Family Courts, Local Authority providers etc in order to influence the widespread adoption of the principles of 'The Promise'.
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PERSON SPECIFICATION	
REQUIRED KNOWLEDGE, EXPERIENCE AND SKILLS	ESSENTIAL / DESIRABLE
Relevant experience of driving change in a social care setting	E
Proven experience of management of projects	E
Proven ability to work independently and as part of a team	E
Excellent interpersonal and communication skills, both written and verbal	E
Proven commitment to delivering rights-respecting, child-and-family-focused services	E
High standard of IT literacy, including ability to use Office 365	E
Evidence of continuing professional development	E
Experience of designing and delivering training and CPD	E
Previous experience of developing co-produced services within the third sector	D