

| | Essential | Desirable |
|---|-----------|-----------|
| Knowledge | | |
| Knowledge of the causes and effects of domestic abuse and an understanding of a feminist approach to domestic abuse | E | |
| Knowledge & understanding of the issues and support needs of children & young people who are experiencing domestic abuse and their mothers / carers | E | |
| Knowledge of adult & child protection procedures | | D |
| Knowledge of child development | | D |
| Knowledge of the issues, policies and legislation within Scotland affecting women who experience domestic abuse | | D |
| Knowledge of Housing Support and Welfare system | | D |
| Knowledge of Children's Hearing systems | | D |

| Experience | Essential | Desirable |
|--|-----------|-----------|
| Experience of providing support to and working with women experiencing domestic abuse | | D |
| Experience of working with programmes and materials that support WCYPEDA | | D |
| Experience of developing and facilitating one to ones and group work with women, children & young people | | D |
| Experience of interagency work when providing support to WCYPEDA | | D |
| Experience of child protection work | | D |

| Abilities – skills and aptitudes | Essential | Desirable |
|--|------------------|------------------|
| Able to work in ways that engender a trusting relationship with women, children and young people | E | |
| Able to work with women, children and young people to identify their needs and support in fulfilling these | E | |
| Able to engage with and develop relationships with women, children & young people within professional boundaries | E | |
| Able to communicate effectively both orally and in writing | E | |
| Able to work with confidential material appropriately | E | |
| Able to produce written reports as required | E | |
| Able to work with women, children and young people to identify their needs and support in fulfilling these | E | |
| Able to work on own initiative and as part of a feminist collective | E | |
| Able to maintain accurate and up to date records of work | E | |
| Able to build and maintain good relationships with external agencies, practitioners, partners and other collective managers | E | |
| Ability to maintain up to date information on legal, housing and welfare relevant to domestic abuse | E | |
| To work collectively in producing statistical information and other reports on work done with women to meet the requirements of funders and the collective | E | |
| Adequate use of Microsoft packages | E | |

| Requirements | Essential | Desirable |
|--|-----------|-----------|
| Commitment to promoting women, children and young people's rights | E | |
| Commitment to feminism and working within a feminist management structure | E | |
| Commitment to working in an inclusive and anti-oppressive manner | E | |
| Commitment to maintaining and updating a range of support materials for WCYPEDA | E | |
| Willingness to undertake appropriate and relevant training | E | |
| Commitment to working as part of a feminist collective in fulfilling collective responsibilities | E | |
| Ability to work flexibly taking into consideration the ages of children and young people. | E | |
| Driving license with the use of own car | | D |