**PERSON SPECIFICATION**

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| **Qualifications, training, and relevant experience** | **Essential** | **Desirable** |
| Have qualification: SQV Level 3 Health and Social Care, HNC Social Care OR equivalent OR working towards qualification | E |  |
| 2 years’ experience of working within Gender Based Violence service |  | D |
| IDAA trained |  | D |
| **Competencies** | **Essential** | **Desirable** |
| Knowledge and understanding of domestic abuse and gender-based violence | E |  |
| Experience of working / engaging with survivors who have been subjected to domestic abuse | E |  |
| Knowledge and understanding of Adult Support and Protection |  | D |
| Knowledge and understanding of Child Protection |  | D |
| Understanding of trauma informed approaches | E |  |
| Evidence of ability to support women with varying and complex needs |  | D |
| Knowledge of Domestic Abuse Stalking and Harassment Risk Identification Checklist (SafeLives) (DASH RIC) |  | D |
| Experience of, and commitment to building and working in partnership with other agencies and stakeholders to ensure successful delivery of service and needs of women |  | D |
| Ability to communicate clearly and effectively in writing and orally | E |  |
| Ability to actively listen to others and to challenge others constructively | E |  |
| Good IT skills appropriate to role | E |  |
| Ability to prioritise, and work on own initiative, and within team towards achieving objectives | E |  |
| **Personal Qualities** | **Essential** | **Desirable** |
| Demonstrate a positive, person-focused and team working approach | E |  |
| Demonstrate values of trust, empowerment, empathy and equality | E |  |
| **Special requirements** | **Essential** | **Desirable** |
| Commitment to equal opportunities and anti-discriminatory practice | E |  |
| Able to work flexibly and to do occasional evening work |  | D |
| Full driving licence and access to own transport | E |  |
| Membership of PVG scheme and Registration with SSSC | E |  |

Note: this job profile is intended as an outline of the responsibilities and qualities required for the post and does not form part of terms and conditions of employment.

This post is open to women only (Equality Act 2010 Work Occupational Exception, Schedule 9 Paragraph 1. Dumbarton District Women’s Aid welcomes applications from women from all sectors of the community.