



JOB DESCRIPTION

POST: Project Worker

DIVISION: Children and Family Services

RESPONSIBLE TO: Team Leader

SALARY: Band C, £30,602.00 - £35,778.00 per annum

CONTRACT: Midlothian

Children First - Vision and Values

Children First is Scotland's national children's charity. We stand up for every child because all children should have a safe childhood. We protect children from harm and support them to recover from trauma and abuse through our national and local services. We help children, their families and the people that care for them by offering emotional, practical, and financial support. We give children hope and a safer, brighter future.

Our core values guide how each one of us works in our individual day to day job:

- With love, we put children first.
- With purpose, we transform children's lives together.
- With strength, we do whatever it takes to protect Scotland's children.

Diversity Equity and Inclusion

At Children First, we are committed to building a representative, inclusive and authentic workplace open to applications from all sections of society. We believe in the potential of everyone regardless of; sex, race, religion or belief, ethnic origin, ability, family structure, socio-economic background, age, nationality, marital status or civil partnership, sexual orientation, gender identity, or any other aspect that makes you who you are.

We envision a diverse and inclusive Children First where we cultivate a true sense of belonging and connection for and between our teams, children, young people, families, and communities we work with.

Further to that, as part of our vision to be an Anti-Racist organisation, we are committed to conscious inclusion to build increasingly diverse teams and emotionally safe work environments.

Role Summary

To deliver high-quality, relationship-based support to children, young people and families through whole family support, group work and community-based interventions. The project worker will have the ability to work across various projects within the Edinburgh Family Wellbeing team. They will work collaboratively within a multi-disciplinary and multi-agency context, strengthening families' capacity to keep children safe and recover from trauma.

The role contributes to Children First's strategic aims, including early intervention, prevention, community resilience and upholding children's rights under the UN Convention on the Rights of the Child (UNCRC) and the GIRFEC framework.

Key Results Areas

1. Building Trusting Relationships

Build and sustain strong, compassionate and respectful relationships with children, young people and families. Work in a trauma-informed, strengths-based way that recognises lived experience, builds confidence and supports recovery.

2. Direct Support to Children and Families

Provide direct emotional, practical and therapeutic support to children, young people and families. Respond flexibly to need, offering consistent support that promotes safety, wellbeing and stability.

3. Child Centred Assessment

Complete timely, high-quality assessments in line with Scotland's National Practice Model. Ensure assessments reflect families' stories, hopes and strengths in their own words and clearly identify what matters most to children.

4. Planning and Progressing Support

Work alongside families to develop, review and progress support plans through the Children First Connections framework. Regularly review progress, adapt support as circumstances change and recognise achievements with children and families.

5. Participation and the Voice of the Child

Support children and young people to express their views in ways that feel safe and meaningful to them. Uphold their rights by ensuring Space, Voice, Audience and Influence, demonstrating clearly how their views inform decisions and next steps.

6. Group Work Delivery

Co-design, deliver and evaluate group work for children, young people and families. Use group activities to build wellbeing, connection and resilience, and to reduce

isolation through shared experiences.

7. Community Connection and Early Help

Develop positive links with local communities, schools and third sector organisations. Promote Children First services as early help and support families to access community-based resources that strengthen long-term safety, belonging and wellbeing.

8. Partnership Working

Work effectively as part of a multi-disciplinary team, collaborating with colleagues across health, education, social work, justice and third sector partners. Contribute to joint assessments, planning meetings, reviews and safeguarding processes.

9. Information Sharing and Safeguarding

Share information responsibly and proportionately, in line with Children First information governance policies. Always prioritise children's safety, rights and dignity, and contribute to safeguarding when concerns arise.

10. Family Led Decision Making

Support approaches that enable families to lead decision making, including Family Group Decision Making. Promote solutions that strengthen family and community connections and help prevent unnecessary separation.

What We're Looking For

We are looking for a skilled and compassionate Project Worker who can deliver high-quality individual, family and group-based support to children, young people and families. You will build strong, trusting relationships using a trauma-informed, strengths-based approach, ensuring children and families feel listened to, respected and supported. You will be a responsive and flexible practitioner, able to offer support at times of need and when families are available, recognising that engagement often happens outside of standard routines.

You will be confident in completing timely, high-quality assessments rooted in Scotland's National Practice Model, capturing families' stories, hopes and strengths in their own words. You will work alongside families to develop, review and progress support plans through the Children First Connections framework.

Alongside being a member of the Midlothian Family Wellbeing Hub, you will work effectively as part of a multi-disciplinary team, sharing information responsibly, upholding children's rights and supporting family-led decision making that helps prevent unnecessary separation from families and communities.

What You'll Get from Us

- A workplace with values of *with love, with purpose and with strength*
- 40 days annual leave, inclusive of bank holidays
- Pension scheme and wellbeing support

- Flexible working opportunities
- Access to Westfield Health, giving colleagues and their families confidential counselling support, well-being resources, and access to health and lifestyle benefits to support physical and mental wellbeing.
- Blue Light card discount
- A *Fair Work* accredited workplace

Corporate Responsibility

- Be committed and adhere to Children First vision, mission and values.
- Comply with Children First Safeguarding policies and procedures.
- Comply with Children First Code of Conduct and any relevant professional standards relating to the role.
- Actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Children First Participation Standards.
- Actively consider the involvement of volunteers in all areas of our work and implement the Children First Volunteer Development Policy.
- Observe all health and safety requirements.
- Work within and promote policies in relation to Diversity Equity and Inclusion and anti-discriminatory practices.
- Undertake any other reasonably required duties as instructed by line manager or someone acting on their behalf, in addition to the role specific responsibilities detailed below.

Need to Have	Need to Show	Need to Know	Need to Be	Core Values
Diploma in social work or other relevant professional qualifications (in Health, Education, Community Education) at SCQF level 9 Full current driving license The ability to work flexible hours in line with project and service delivery requirements to ensure families have the right support at the right time Experience of direct work with children and young people in a variety of settings and supporting children, young people and families in partnership with them, their networks and other workers. Experience in identifying and managing risk	Ability to facilitate and deliver group work with children, young people and families. Ability to co-design projects, getting children, young people and families involved in shaping services and amplifying their voice. Strongly demonstrate cultural competence and sensitivity. Organisational skills and ability to prioritize own workload effectively and to work under pressure Ability to assess, act on and contribute to, in partnership, managing risks within internal and multi-agency procedures	Knowledge and understanding of how children and young people develop their needs and associated risk factors. Understand vulnerability, promote resilience and identify protective factors. Child protection and care planning processes and systems. Relevant childcare legislation, guidance and frameworks that relate to children's rights. Awareness of national government policies and priorities and the implications for practice. A sound knowledge and understanding of theories that underpin our work with children, young people and their families.	Creative and imaginative in designing methods of engagement with children, young people and families. Ability to work in a solution focused way that empowers families. Ability to adapt and respond to a variety of situations and people to meet changing priorities and different ways of working Excellent observational and analytical skills Ability to maintain and produce accurate and timely records and reports. Effective time management skills and the ability to meet deadlines Effective written and verbal reporting skills	We are looking for someone who lives these values in their everyday practice With Love: putting children first with compassion, kindness and care With Purpose: working alongside families and partners to create meaningful change With Strength: doing whatever it takes to protect children and uphold their rights

Experience attending meetings regarding children and young people. Inclusive working practices and support		Knowledge of issues and intersectional challenges that can get in the way of children's wellbeing Knowledge of statutory social work role and function.	Excellent communication and listening skills with children and young people Ability to communicate clearly and concisely Inter-agency liaison and communication skills	
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