

## PERSON SPECIFICATION

Role: Children's Reporter			
ATTRIBUTES	ESSENTIAL	DESIRABLE	ASSESSMENT
<b>QUALIFICATIONS AND TRAINING</b> <ul style="list-style-type: none"> <li>Qualified to degree level in a relevant discipline <a href="#">[see guidance]</a></li> <li>Evidence of relevant continuing professional development demonstrating a commitment to ongoing learning</li> </ul>	✓ ✓		Verification of qualifications
<b>PROFESSIONAL KNOWLEDGE AND EXPERIENCE</b> <p>Minimum of 2 years professional experience in a fast-paced environment that provided experience of the following:</p> <ul style="list-style-type: none"> <li>ingathering, analysing and assimilating complex sensitive information</li> <li>making evidence-based decisions</li> <li>working directly with the public in a professional capacity</li> <li>using digital technologies to deliver a service</li> <li>partnership working across multiple agencies</li> <li>drafting written communications tailoring content to take account of diversity and need</li> <li>presenting evidence in court</li> <li>managing conflict</li> </ul> <p>Knowledge of the following:</p> <ul style="list-style-type: none"> <li>the Children's Hearings System, the roles and responsibilities and the issues affecting it</li> <li>the legislative and policy framework within which the Children's Hearings System sits</li> <li>child development and trauma-informed practice</li> <li>understanding of equality, diversity and inclusion principles</li> </ul>	✓  ✓ ✓ ✓ ✓       ✓	✓ ✓ ✓ ✓       ✓ ✓ ✓ ✓	Application & Interview

SKILLS & QUALITIES ALIGNED TO SCRA'S VALUES AND INCLUSIVE STANDARDS AND BEHAVIOURS FRAMEWORK			Application & Interview
<p><b>Value: Supportive</b> <b>Behaviour: Working Together; Developing Self and others</b></p> <ul style="list-style-type: none"> <li>Personally resilient and able to accept support to navigate challenging, potentially traumatic experiences</li> <li>Ability to work autonomously and as part of a team, collaborating, taking responsibility and offering support</li> <li>Ability to manage a workload through a digital case management system - confident and capable with evolving IT systems, including Microsoft Teams, Webex, etc.</li> </ul>	<p>√ √ √</p>		
<p><b>Value: Child Centred</b> <b>Behaviour: Delivering a Quality Service</b></p> <ul style="list-style-type: none"> <li>Unbiased and respects the rights and voice of children</li> <li>Ability to handle sensitive, potentially distressing information and situations, with tact and diplomacy</li> <li>Ability to work at pace - plan, prioritise and work to deadlines, managing competing demands across a diverse workload</li> </ul>	<p>√ √ √</p>		
<p><b>Value: Respectful</b> <b>Behaviour: Communicating and Influencing</b></p> <ul style="list-style-type: none"> <li>Acts decisively and remains professional and calm under pressure</li> <li>Ability to communicate effectively with children and families, often in emotionally charged situations, demonstrating responsive interpersonal skills</li> <li>Ability to make persuasive reasoned arguments, verbally and in writing, always promoting the welfare of the child</li> </ul>	<p>√ √ √</p>		
<p><b>Value: Accountable</b> <b>Behaviour: Leadership &amp; Decision Making; Changing &amp; Improving</b></p> <ul style="list-style-type: none"> <li>Reflective and committed to learning, embraces change and transformation positively</li> <li>Strives for excellence through careful preparation and attention to detail</li> <li>Ability to assimilate and analyse complex information, identify key issues and make difficult decisions based on facts and evidence</li> </ul>	<p>√ √ √</p>		

Other Requirements			
Flexible with regard to working hours	√		Interview
Ability to travel between offices and to court buildings	√		Interview
Fitness to work*	√		External assessment

*\*Medical questionnaire assessed by independent occupational health service must be completed*