

**PERSON SPECIFICATION:
Make Our Rights Reality (MORR)
Regional Project Lead**



Note to applicants: The ideal post holder should meet all the essential requirements detailed below. Consideration will be given to desirable requirements if there are more than 6 candidates who meet all the essential requirements. With reference to the requirements under **item 4** where it is referenced 'application' it is sufficient to **indicate agreement** to commit to the identified professional areas.

SELECTION CRITERIA	METHOD OF ASSESSMENT	ESSENTIAL	DESIRABLE
1. Training, Qualifications & Experience			
The successful candidate will have:			
a) A minimum of 1 year's graduate experience in working with young people.	✓ Application ✓ Interview	x	
b) Experience of designing, preparing and delivering training and group work to young people and/or adults.	✓ Application ✓ Interview	x	
c) Experience of developing and working in partnership with other VCS and statutory organisations.	✓ Application ✓ Interview	x	
d) Experience of involvement in campaigns.	✓ Application ✓ Interview		x
e) Experience of rights-based work with young people.	✓ Application ✓ Interview		x
f) Experience of working with and supporting young people's participation in community-based settings.	✓ Application ✓ Interview	x	
g) Experience of working with young people under stress and/or with mental health difficulties and or LAC and/or at risk of CSE.	✓ Application ✓ Interview	x	
h) Experience of working alongside young people to plan, develop and evaluate programmes of work using a participatory approach.	✓ Application ✓ Interview	x	
i) Experience of working with young people in a group setting, and an ability to deal with difficult and challenging group dynamics.	✓ Application ✓ Interview	x	
j) Experience in co-ordinating project resources and activities.	✓ Application ✓ Interview	x	
2. Knowledge and Understanding			
The successful candidate will be able to demonstrate knowledge and understanding of:			
a) The social welfare legal issues affecting young people	✓ Application	x	

	✓ Interview		
b) The wider issues faced by young people.	✓ Application ✓ Interview	x	
c) The policy context impacting on young people and services for young people.	✓ Application ✓ Interview	x	
d) Monitoring and evaluation processes, including outcome measurement.	✓ Application ✓ Interview	x	
e) Knowledge and understanding of public legal education – its value, effective approaches etc.	✓ Application ✓ Interview		x
f) Knowledge and understanding of youth social action – its value, effective approaches etc.	✓ Application ✓ Interview		x
g) Knowledge of the broad issues surrounding emotional wellbeing / mental health services for young people.	✓ Application ✓ Interview	x	
h) Proficient ICT skills including use of Microsoft Office applications.	✓ Application	x	
i) A working understanding of risk management including safeguarding, confidentiality and data protection	✓ Application ✓ Interview	x	
j) Knowledge of qualitative research skills and how these are used effectively in peer research.	✓ Application ✓ Interview	x	
3. Skills & Abilities			
The successful candidate will be able to:			
a) Excellent interpersonal, communication and networking skills with young people and others.	✓ Application ✓ Interview	x	
b) Ability to establish relationships of trust with young people and inspire and support their learning and aspirations.	✓ Application ✓ Interview	x	
c) Ability in the design and delivery of high quality, engaging training/group work sessions with young people.	✓ Application ✓ Interview.	x	
d) Excellent planning and organisational skills.	✓ Application ✓ Interview	x	
e) A creative and flexible approach	✓ Application ✓ Interview	x	
f) An ability to lead and influence change	✓ Application ✓ Interview.	x	

g)	Engage young people individually and in groups using creative and participatory methods, models and processes.	✓ Application ✓ Interview	x	
h)	Liaise with and develop key relationships with individuals, statutory and voluntary services, schools/colleges and community organisations.	✓ Application ✓ Interview	x	
i)	Work in a way that engages and demonstrates consistent commitment to issues of equality and diversity.	✓ Application ✓ Interview	x	
j)	Communicate positively, effectively and sensitively in person and in writing with a variety of audiences.	✓ Application ✓ Interview	x	
k)	Plan, organise and prioritise own workload and manage time effectively.	✓ Application ✓ Interview.	x	
4. Professional Commitment				
The successful candidate should be able to demonstrate commitment to:				
a)	Ensuring that issue of equality and a respect for diversity is reflected in all aspects of work.	✓ Application	x	
b)	Work at locations across the North West Region with some national travel, and work some evenings and occasional weekends as required by the project.	✓ Application	x	
c)	Continuous professional development through undertaking training and participating in other learning opportunities.	✓ Application	x	
d)	Recognition of the need to be accountable for work through supervision, performance management and other relevant processes.	✓ Application	x	
e)	Work as part of a team, contributing to 42 nd Street's effectiveness, quality of services, skills and expertise.	✓ Application	x	