**CSE Practitioner**

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| Criteria | Must be able to demonstrate |
| **Skills and knowledge** |  |
|  | * Understanding of the needs of young people. * Excellent inter-personal skills, with the ability to establish and sustain contact, with at-risk young people. * The ability to work under pressure and remain calm in stressful and difficult situations. * An understanding of Child Sexual Exploitation. * Ability to assess and mitigate risk of young people. * Ability to respond quickly and with flexibility to the needs and priorities of the young people in the home. * Ability to make decisions on a day to day basis and be accountable for them. * Ability to gain young people’s involvement in the design and delivery of the service and be able to gain feedback to improve services. * Awareness of health and safety regulations and procedures to minimise risk. * A variety of excellent communication skills to be used with a range of partners and stakeholders. * Strong administration, IT and digital media skills including Microsoft Word, Excel and Outlook. |
| **Education, experience and achievements** |  |
|  | * Experience of working with vulnerable young people at risk. * Substantial experience of multi-agency working/partnership working. * Supporting individuals and teams who are dealing with complex and sensitive issues. * Engaging, listening, sharing and using young people’s views to shape services that they receive. |
| **Personal attributes** |  |
|  | * Ability to work autonomously and make decisions and to work as part of a team. * Ability to establish and maintain clear boundaries in respect of personal and professional responsibility. * Demonstrate a high level of accuracy, attention to detail and able to maintain records throughout all services. * Passionate about working with vulnerable at-risk young people to make a difference. * Non-judgemental empathetic attitude. |
| **Special circumstances** |  |
|  | * An interest in the ongoing development of The Magdalene Group. * A willingness to undertake all training relevant to the role. * Full clean driving licence. This post may involve travelling throughout the county. There may be access to the work vehicle for travelling purposes. * This post will involve working evenings and weekends and a commitment to a sleep in once a week (if possible) in order to meet the needs of the post. * Post subject to an enhanced criminal record check from the Disclosure and Barring Service. * An extra requirement of a vetting procedure will be undertaken to enable working within the Multi-Agency Safeguarding Hub. * Due to the nature of the role, it is a General Occupational Requirement that this position be filled by a female, (Equality Act 2010.) |

**The Magdalene Group Organisational Culture**

We aim to lead a dynamic service, setting new standards for excellence and inspiring others through our innovation and initiatives within our field of work.

We develop creative solutions to day-to-day issues and have open discussions which are clear, respectful and honest in order to resolve issues which may be impeding success.

We actively ensure that a culture of trust is built and maintained through open-ness and transparency.

We are accountable for our decisions and we monitor and evaluate our work, always focussed on taking action to improve the lives of young people and women.

Ensure our service users and supporters are always at the heart of everything we do

We work in a collaborative and inclusive way with both each other and our partners and are joined up internally by working across the organisation and externally by working in partnership, ensuring these are constructive and productive.

We are tenacious and driven and aim to exceed through our determination and resilience.

Demonstrate sound decision-making, including seeking advice where appropriate and being adaptable to changing circumstances.

Recognise and celebrate team and individual successes.

Enable people to reach their potential through objective-setting, development and support and constructively challenge negative attitudes internally and externally.

We see opportunity in all areas of life and we are skilled, confident and creative in finding ways that will make a difference.

Empower staff to generate ideas and opportunities for new ways of working/thinking. Actively seeking opportunities to build networks and be an ambassador for children.