

Post Specification

Post Specification - Key Information

- **Post Title: Targeted Family Help Worker**
- **Date: January 2026**
- **Post Group Number: 8468**
- **Job Family: People Care Development**
- **Job Family Role Profile: PCD8ii**
- **Final Grade: Grade 9**

To be read in conjunction with the job family role profile.

Service Area Description

This post sits within Childrens Services. The role is within the Family Help service and will report to the Targeted Family Help Team Manager.

Purpose of this Post

To achieve positive outcomes for vulnerable children, young people and families in Westmorland and Furness through providing and delivering high quality support and early interventions to prevent escalation of need and reduce demand on statutory services.

Key Job Specific Accountabilities

1. Undertake early help assessments and outcome focused support plans with families and other professionals which identify individual needs of all family members
2. Ensure children and young people within the service area are regular reviewed, have clear exit strategies and are closed / stepped through when appropriate
3. Use the team's case management system to record all required information on families to track progress and support effective case management at a team level.
4. Ensure that family help and targeted intervention are safely and efficiently delivered.
5. Empower young people and families to access services by providing support with calls and referral forms, accompanying to service appointments, and advocating on behalf of families where appropriate.
6. Work within a Team Around the Family approach taking on the role as Lead Professional as required, and lead/ challenge other professionals to deliver agreed actions towards targeted outcomes.
7. Share appropriate information with relevant professionals and agencies, and thereby engage in effective, co-ordinated and responsive service provision.

8. Ensure views and feelings of children, young people and families about past present and future are explicitly reflected in assessment plans and reviews.
9. Engage families in development and evaluation of services and ensure feedback and views on services delivered are captured and acted on

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities:** None
- **Staff Management Responsibilities:** None
- **Other:** None

Essential Criteria

- **Qualifications:** A relevant qualification at NVQ/Level 3 or above within the field of youth work, education, health and social care, or equivalent
- **Knowledge:** Working knowledge of relevant policy and legislation as it relates to children and young people.
- **Experience:** Experience of working with children, young people and families.

Experience of partnership and multi-agency working.

- **Expertise:** Working directly with families, children and young people from diverse backgrounds to deliver improved outcomes.

Working knowledge of Early Help Assessments to undertake assessing and analysing needs of children, young people and/ or families to plan support and intervention

Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.
- **The level of check required is**
 - DBS Enhanced – Children

Job Working Circumstances

- **Emotional Demands:** Working with people who may be distressed / disadvantaged. Role often deals with distressing situations for the young person/family.
- **Physical Demands:** None
- **Working Conditions:** May experience abusive and / or aggressive behaviour
- **Other Factors:** (Any other relevant factors)

Other Factors:

- Requires the ability to travel around designated area to undertake duties