

PERSON SPECIFICATION

Workforce Cyber Resilience Engagement Advisor (Digital Learning)

ATTRIBUTE	ESSENTIAL	DESIRABLE
Education and qualifications	<ul style="list-style-type: none"> • Degree or equivalent in social work, childhood practice, education, organisational development or other relevant profession. • Registered, or in the process of registering, with a relevant regulatory body (if eligible). • Evidenced commitment to continuous professional development. 	<ul style="list-style-type: none"> • Masters or post graduate degree.
Experience and knowledge	<ul style="list-style-type: none"> • An understanding of policy and legislative developments in Scotland and at UK level, in relation to cyber resilience and how they may impact the social services workforce. • Understanding of current strategies and practices in relation to working and engaging safely and securely online. • Working knowledge of social services. • A critical understanding of the wide range of operational demands and workforce development needs of social service workers and employers. • An understanding of workforce development. • Maintaining up to date understanding of research, policy and legislative developments relating to cyber resilience. • Knowledge and understanding of the role of colleges, universities and other training providers. • An appreciation of the political landscape in Scotland. • Demonstrable experience of collaborative working across a range of settings. 	<ul style="list-style-type: none"> • Direct practice experience in social services. • Demonstrable experience of identifying learning needs and designing, developing, delivering and evaluating learning activity. • Experience of budget management. • Demonstrable experience of commissioning and procurement.

	<ul style="list-style-type: none"> • Demonstrable experience of effective project management • Demonstrable experience of managing change effectively. 	
ATTRIBUTE	ESSENTIAL	DESIRABLE
Skills and abilities	<ul style="list-style-type: none"> • Ability to present or convey, formally and informally, information to a range of audiences. • Excellent oral and written communication. • Demonstrable project management skills. • Ability to undertake critical analysis, evaluation and/or synthesis of complex information concisely for a range of purposes. • Ability to carry out routine methods of enquiry and/ or research. • Ability to apply original and creative solutions to difficult problems and issues. • The ability to work autonomously and be self-motivating, while being able to work effectively as part of a team • Ability to influence and negotiate confidently. • Demonstrate leadership and credibility with external stakeholders. • Ability to work under pressure and deliver to tight deadlines. • Ability to deal with complex issues in a range of professional contexts. • An understanding of digital learning and its application in contemporary social service settings. • Ability to explain and translate technical concepts and practices to non-technical audiences. • Ability to assess where digital solutions might be used, assess and evaluate these solutions and provide suggestions/guidance to internal and external stakeholders. 	

ATTRIBUTE	ESSENTIAL	DESIRABLE
Personal qualities and attitudes	<ul style="list-style-type: none"> • Understanding of and commitment to social service values and the SSSC Codes of Practice. • Able to adapt and react positively to changing demands/situations. • Able to engage effectively and maintain relationships. • Takes personal ownership of tasks/projects and steers solutions to completion. • Flexible, tactful and responsive. 	
Key competences	<ul style="list-style-type: none"> • Collaborative working. • Effective communication. • Impact and influence (internally and externally). • Personal accountability. 	<ul style="list-style-type: none"> • Supporting development, continuous improvement and leadership.
Special conditions	<ul style="list-style-type: none"> • The role may require travel to locations throughout UK and may occasionally require overnight stays. 	