

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. 	