



JOB DESCRIPTION

Children's Resilience Worker

Post Title: Children's Resilience Worker

Project: Anchor Project (Addiewell Service) – North Lanarkshire

Hours: Part-time, 21 hours per week

Salary: Pro-rata £27,676 – £32,078 per annum (SCP 12–17)

Location: Hamilton (own car and driving licence essential; hybrid working available)

Reporting to: Senior Family Outreach Worker, Circle

Purpose

To provide one-to-one, peer-based, and group support for fathers, children, and families affected by parental imprisonment, substance use, domestic abuse, and poor mental health. The role focuses on building resilience, promoting positive relationships, and supporting families to make sustainable changes

Key Responsibilities

1. Work directly with children and young people to strengthen resilience and build on their strengths.
2. Support parents/carers to enhance their parenting capacity and strengthen family relationships, working closely with the Senior Family Outreach Worker and Therapeutic Counsellor.
3. Plan, deliver, and review individual, peer, and group work programmes tailored to identified needs.
4. Provide training and awareness sessions on the work of the project to external professionals, contributing to good practice and contract requirements.
5. Maintain accurate records, monitor progress, and evaluate the impact of all interventions.

6. Participate in regular supervision, team meetings, staff development days, and internal training.
7. Promote collaborative, multi-agency working with statutory and third-sector partners to achieve the best outcomes for children and families.
8. Actively contribute to the development and promotion of Circle's services.
9. Adhere to Circle's policies, procedures, and professional standards at all times.

General

This job description is not exhaustive and may be amended in response to organisational needs. The postholder is expected to undertake any other duties appropriate to the level and nature of the post.

Person Specification

Qualifications

Essential

- A professional qualification in social work, social care, education, or health.

Knowledge & Experience

Essential

- Experience of working with families affected by trauma.
- Knowledge of a range of interventions to support vulnerable children and young people, including group work and online approaches.
- Experience of effective partnership working with other agencies.
- Experience of working as part of a multi-disciplinary team.
- Knowledge of child development and issues impacting vulnerable children and families.
- Understanding of the GIRFEC framework and SHANARRI indicators.
- Commitment to equal opportunities, anti-discriminatory practice, and user participation.

Skills & Abilities

Essential

- Strong communication skills, with the ability to engage effectively with both children and adults.
- Capacity to support social work students on placement with Circle.
- Ability to record, monitor, and evaluate work accurately.
- Effective planning, time management, and prioritisation skills.
- Ability to support positive change in families.
- Ability to work within, and maintain, clear professional boundaries.
- Good assessment and analytical skills.

A Note to Candidates

Don't meet every single requirement? We know that people can be put off applying if they don't tick every box. At Circle, we're committed to building a diverse, inclusive, and authentic workplace—so if you're excited about this role but your experience doesn't align perfectly with every point, we encourage you to apply. You may be exactly the right person for this role or another opportunity with us.