

**MiCLU – SPECIALIST CHILDREN’S SOLICITOR/SENIOR CASEWORKER: Person Specification**

Essential	Desirable	Measurement Method
At least 5 years Post Qualification Experience (PQE) solicitor or caseworker holding the Law Society’s Immigration and Asylum Accreditation at Level 2 (senior caseworker)IAAS.	At least 5 years PQE/experience of practice in immigration and asylum law. Immigration and Asylum Accreditation Standard (IAAS) at Level 2 Supervisor or the ability to obtain accreditation at Supervisor Level as soon as possible after commencing in post	Application form Examination of qualifications
Experience of meeting case management standards and performance targets	Experience of conducting strategic litigation	Interview, Application form
Experience of working to a Legal Aid contract including CCMS	Familiarity with the Legal Aid Agency CCMS system and managing liaison with costs drafts people	Interview, Application form
Ability to work in partnership with voluntary sector agencies and community groups in a way that respects the value of expertise by experience and frontline service delivery.	Experience of delivering project work in partnership with voluntary agencies or other community groups.	Interview, Application form
Ability to communicate clearly and effectively to a range of audiences, including children and young people and user led agencies working with and for them, both orally and in writing and to represent MiCLU and the Law Centre sensitively and professionally when communicating with external contacts.	Awareness and understanding of the complexities of working in a politically sensitive environment	Interview, application form and written test
Excellent interpersonal, advocacy and negotiation skills	Experience of direct work with children and young people	Interview , written test
Ability to communicate clearly and effectively with children and young people who may be traumatised or distressed.	Experience of developing written material in plain English with and for children and young people	Interview , written test

Excellent problem solving and analytical skills with an ability to think 'outside of the box' and balance legal, strategic, policy and pragmatic issues	Experience of running Country Guidance cases or strategic litigation in relation to immigration and/or asylum law issues Experience of undertaking policy advocacy in an immigration or child-rights context	Interview, written test
Ability to write clearly and effectively and to be self-serving in terms of own administration.  To be proficient in Microsoft Office and other ICT skills.	Ability to develop online and in-person training materials for lawyers and for children and young people.	Interview, written test and application form
Ability to design and deliver training to legal and non-legal practitioners.	Experience of delivering training to legal and non-legal practitioners, and to children and young people	Interview
Highly motivated and organised and ability to work under pressure. A self-starter, requiring minimal day to day management.		Interview
Willingness to work outside of core hours in order to deliver services essential to projects, including some evening and weekend work.		
Commitment to the promotion of equality		Application form, interview
Commitment to raising awareness of children's rights and child-centered practice and to working with children and young people with lived experience of the asylum and immigration systems and those user led agencies working with and for them.	Experience of child-centered practice in a legal context	Application form, interview