



## Segment: Family Support

### Job Role: Social worker

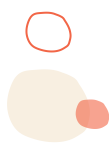
: Interviewer to fill in

Interview checklist					
Role Description	Practitioner working to support individuals, families or groups of people (including children, the elderly and people of determination) with social problems, by conducting an assessment of their needs, causes and impact, and working with them or their related parties to identify, coordinate and manage appropriate solutions to enhance their personal, social, and economic competencies				
Typical roles and responsibilities	<ul style="list-style-type: none"> <li>• Counsel individuals, groups or families regarding issues including mental health, poverty, unemployment, substance abuse, physical abuse, rehabilitation, social adjustment, child care, or medical care</li> <li>• Plan and implement programmes of assistance, including crisis intervention and referral to agencies that provide financial assistance, legal aid, housing, medical treatment &amp; other services</li> <li>• Maintain contact with other social service agencies and health care providers involved with clients to obtain feedback on their overall situation and progress</li> <li>• Interview individuals, families or groups to assess their situation and problems to determine types of services required and the approaches to resolve problems</li> <li>• Compile case records / reports for courts &amp; legal proceedings</li> </ul>				
Key Competency	<b>Science and practice supporting holistic early childhood development</b>				
Proficiency Descriptor	<ul style="list-style-type: none"> <li>• Understand <b>impact of early years and importance of addressing child's holistic development</b></li> <li>• Apply <b>evidence-based strategies for promoting child and family development</b> (incl. appropriate use of technology)</li> <li>• Demonstrate understanding of <b>individual differences and fluctuations in children's development and learning</b> that must be <b>responded to reflectively and appropriately</b></li> <li>• Use <b>appropriate tools and techniques to assess child development; organizing results</b> so information can be used for further assessment and planning purposes in <b>providing timely care and interventions</b></li> <li>• Interact with <b>kindness, warmth, and care</b>, expressing respect, appreciation and <b>understanding of individual needs</b>, creating a <b>healthy, welcoming, and age-appropriate environments</b> for them</li> <li>• Understand and demonstrate <b>respect for processes, protocols, and procedures for protecting privacy and confidentiality</b> of the children, respective families, and colleagues</li> </ul>				
Evidence for ability & knowledge	<i>Please indicate evidence provided by candidate on proficiency from previous work experience, education &amp; research...</i>				
Rating Scale	1 Adverse Evidence	2 No Evidence	3 Some Evidence	4 Sufficient Evidence	5 Strong Evidence



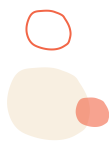


Interviewer's Rating		C Major gaps which may derail overall performance	B Minor gaps with potential to improve	A Proficient	A+ Strongly Proficient
<b>Key Competency</b>	<b>Child wellness: health, nutrition, and safety</b>				
<b>Proficiency Descriptor</b>	<ul style="list-style-type: none"> <li>• <b>Familiar with science</b> regarding healthy early childhood development and <b>use of strategies</b> with children and their parents <b>to support physical growth, emotional well-being, and adequate nutrition</b></li> <li>• Understand the <b>influence of adverse childhood experiences</b> on life-long health and social consequences</li> <li>• Familiar with <b>child protection laws, policies and protocols</b> for reporting child neglect, abuse, exploitation or exposure to violence; <b>taking adequate actions</b> when children are under similar kinds of threat</li> <li>• <b>Aware of safety issues</b> that affect children and factors and practices that reduce or increase risk to child safety and <b>able to provide first aid / CPR procedures</b></li> <li>• <b>Promote home and community safety</b> in partnership with parents across all spaces to prevent unintentional injuries, disease, or death of the child</li> </ul>				
<b>Evidence for ability &amp; knowledge</b>	<i>Please indicate evidence provided by candidate on proficiency from previous work experience, education &amp; research...</i>				
<b>Rating Scale</b>	1 Adverse Evidence	2 No Evidence	3 Some Evidence	4 Sufficient Evidence	5 Strong Evidence
Interviewer's Rating		C Major gaps which may derail overall performance	B Minor gaps with potential to improve	A Proficient	A+ Strongly proficient
<b>Key Competency</b>	<b>Family and community</b>				
<b>Proficiency Descriptor</b>	<ul style="list-style-type: none"> <li>• Understand the <b>critical importance of the family environment</b> (physical, social...) for child's wellbeing overall development, functioning, and learning</li> <li>• Aware of the <b>importance of high-quality interactions</b> between parents and the child, and between practitioners and parents; <b>able to interact with parents</b> in a timely, transparent, respectful, and accountable manner</li> <li>• <b>Establish relationships with parents</b> based on mutual understanding, trust, and cooperation; using <b>effective strategies to engage</b> family members with <b>diverse backgrounds</b> using a variety of ways to communicate (e-mail, phone...)</li> <li>• <b>Listen to and involve parents in all decisions</b> regarding the child's safety, healthy development, and learning; creates opportunities for parents to strengthen their parental skills</li> </ul>				





	<ul style="list-style-type: none"> <li><b>Aware of community resources to support child and family development</b> and functioning and accordingly able to partner effectively with key stakeholders</li> </ul>				
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Rating Scale	1 Adverse Evidence	2 No Evidence	3 Some Evidence	4 Sufficient Evidence	5 Strong Evidence
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<b>Key Competency</b>	<b>Diversity and inclusion</b>				
<b>Proficiency Descriptor</b>	<ul style="list-style-type: none"> <li><b>Treat all children and their families with fairness, empathy, understanding, dignity, and respect; understanding how discrimination based on diversity can impact lives and prospects of children</b></li> <li><b>Adapt practices, communication and services</b> to reflect each child's and family's characteristics, strengths, beliefs and special needs</li> <li><b>Use different strategies to make each child and family feel welcomed and respected</b> regardless of their background, language, socio-economic status, ability or gender</li> <li><b>Address own biases</b> toward children, families and communities to <b>avoid stereotypical or judgmental reactions</b> and to advance child's development</li> </ul>				
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<b>Key Competency</b>	<b>Professionalism and professional growth</b>				
<b>Proficiency Descriptor</b>	<ul style="list-style-type: none"> <li><b>Identify proudly as an ECD professional and promote professional and personal integrity</b> in all interactions, while <b>aware of relevant professional code of conduct</b> for their profession, if applicable</li> <li><b>Use professional competencies and standards for ECD practitioners as guidance for own professional development</b> and as a continuous learning process</li> </ul>				





	<ul style="list-style-type: none"> <li><b>Familiar with effective and evidence-based strategies and tools</b> for improving the quality of their practice and <b>aware of Abu Dhabi's ECD practitioner competencies and standards</b></li> <li><b>Apply information</b> from professional meetings, seminars, workshops, as well as print and digital resources <b>to stay abreast of and deepen professional knowledge</b></li> </ul>				
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<b>Key Competency</b>	<b>Coordination across practitioner roles and professional settings</b>				
<b>Proficiency Descriptor</b>	<ul style="list-style-type: none"> <li><b>Cooperate and coordinate with others</b> to facilitate children's and families' access and transition to services <b>to support overall child and family development</b> and well-being</li> <li><b>Familiar with variety of practitioner roles across ECD services; cooperating and coordinating with them</b> for joint planning, service delivery and evaluation of outcomes to support child and family development and well-being</li> <li><b>Demonstrate collegiality</b> and is respectful of each other's functions, responsibilities, strengths, skills, and expertise <b>when working with other practitioners</b></li> </ul>				
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<b>Key Competency</b>	<b>UAE culture and heritage</b>				
<b>Proficiency Descriptor</b>	<ul style="list-style-type: none"> <li><b>Aware of the UAE's heritage, culture, and Islamic values;</b> demonstrating appreciation and respect in interactions</li> <li><b>Aware of the diverse cultures, religions, traditions, ethnicities, and races</b> that live in the UAE, showing sensitivity while communicating and engaging with the UAE community and promoting core values</li> </ul>				





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