

Person Specification

Job Title:	Senior Advocate
Service:	London & SE Children's Rights service

Candidates must address the person specification in the supporting statement of their application, explaining clearly and with examples how they meet the criteria below.

Factor	Criteria	Essential/ Desirable
Education / Experience	A professional qualification in advocacy, social care, education, counselling, youth work, housing, or other relevant field with at least one year of direct practice experience.	Essential
	<i>N.B. Candidates without a relevant professional qualification but with more than three years' direct experience in a relevant field, or direct experience as a Coram volunteer, will be considered.</i>	
	Experience of working with children and young adults in care, and at the edge of care.	Desirable
	Experience of working with children and young adults with disabilities and additional needs.	Desirable
Knowledge/ Skills	Ability to listen to and communicate effectively with children, young people and others, using a range of tools and methods, including the professional representation of information.	Essential
	Ability to work with children and young adults in ways that are safe, open and respect their rights.	Essential
	Knowledge and understanding of the principles of advocacy, the role and purpose of advocacy for children and young people.	Essential
	Ability to work with other agencies and professionals involved with children/ young people to get their voice heard and uphold their rights.	Essential
	Knowledge and understanding of the care system, responsibilities of Children's Services and relevant legislation.	Essential
	Ability to use Microsoft Office suite of applications and other case management systems.	Essential
	Ability to produce effective written communication and to write letters and reports to a professional standard.	Essential
	Knowledge and understanding of confidentiality and child and adult safeguarding procedures.	Desirable
	Previous experience in supervision or management of staff or volunteers.	Desirable
	A high standard of practice and quality in the delivery of services, with the ability to manage your time effectively and to organise and set priorities for your own workload and the workload of others.	Essential

Factor	Criteria	Essential/ Desirable
	Ability to challenge discrimination on any grounds, including race, gender, ethnicity, sexuality, religion, disability and age.	Essential
Behaviour and Values	A commitment to the organisation and team working, demonstrating a high standard of practice and quality in the delivery of services.	Essential
	A commitment to working and managing in line with Coram Voice's values and the ability to apply this in the role.	Essential
	A commitment to the rights of the child to have a voice in the way that they are cared for; in decisions that are made about their lives and the development and delivery of the services they receive.	Essential
	An awareness of and sensitivity to differences of race, culture, belief, class, gender, sexuality, and care experience, and ability and commitment to anti-discriminatory practice with readiness to challenge discrimination on any grounds.	Essential

July 2026