

PERSON SPECIFICATION

Qualified Social Worker

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents

Qualifications and training

Method of Assessment – D, I

Essential:

- Professional Social Work qualification

Desirable:

- Relevant degree in social care, health or welfare
- Relevant post qualifying award

The New GCSE Grading System

- Grades 7-9 are equivalent to the old grades A and A*.
- The bottom of grade 7 aligns with the bottom of grade A.
- Grades 4-6 are equivalent to the old grades B and C.
- The bottom of grade 4 aligns with the bottom of grade C

Experience and knowledge

Method of Assessment – D, I

Essential:

- Required to be registered with Social Work England



- You will be required to maintain evidence of continuing professional development in the agreed format.
- Able to work in a person-centred way
- Experience of working with older people, people with physical disabilities, adults with learning disabilities and sensory impairment, and their carers
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Desirable:

- Community based working
- Experience of working in a multi-disciplinary team or health setting.
- Interest and background of working with adults who have learning disabilities

Specialist skills and abilities

Method of Assessment – D, I

Essential:

- Ability to work in a person-centred way
- Knowledge of relevant legislation including, but not limited to:
Mental Capacity Act 2005, Care Act 2014

Desirable:

- Knowledge and experience of working with adults who have a range of learning disabilities.
- Knowledge of self- directed care and personal budgets
- Knowledge of re-enablement programmes.
- Knowledge of assistive technology that may be used to support someone to maximise their independence.

Personal skills and attributes

Method of Assessment – D, I

Essential:

- Clear and concise communication skills.
- Ability to work and support teamwork
- Good time management.
- Decision making and problem-solving skills.
- Must be adaptable.



- Good IT skills.
- Able to prioritise and meet deadlines.
- Ability to maintain high professional standards even when working under pressure.
- Ability to work as a team member.
- Good report writing skills.
- Willingness to take part in appropriate training.

Desirable:

- Drive and enthusiasm to implement change

Decision making impact and innovation

Method of Assessment - D, I

Essential:

- Proven experience of decision making and problem solving

Desirable:

- Experience of project management

Fluency Duty

Essential – Communication (Fluency Duty)

This role is subject to the Fluency Duty under the Immigration Act 2016. The postholder will be required to demonstrate an appropriate level of spoken English where this is a regular and intrinsic part of the role.

This criteria applies in accordance with the statutory [Fluency Duty for public facing roles](#)

Special working conditions

Method of Assessment – D, I

Essential:

The post holder must possess a full driving licence and provide a car for business use. Alternative travel arrangements will be discussed with disabled candidates

- Ability to work from home on a regular basis, with the requirement to attend your primary work base as and when required.



- Flexible working hours to ensure proper discharge of duties
- During a Pandemic, Epidemic or Major Incident or Emergency you may be asked to work from home or other location and on occasion to undertake duties that are not stated in your Job Description or Person Specification where there is a skill, competency, and experience match.
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