

PERSON SPECIFICATION

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:

Degree in Social Work or near completion of, or Certificate of Qualification in Social Work (CQSW), Diploma in Social Work (DipSW), Certificate in Social Services (CSS)

Valid Registration with Social Work England (SWE)

Completion of the ASYE Programme or willingness to work towards completing this

Desirable:

Post Qualification Award or willingness to work towards qualifying awards

Experience and knowledge

Method of Assessment – **I; T**

Essential:

A good understanding of children's services and experience in children and families work.

A good understanding of contextualised safeguarding and risks.

A good understanding of legislation and guidance governing statutory Children's Services



A good understanding of care planning regulations for looked after children

Desirable:

Experience of completing a wide range of assessments of children and families

Experience of completing statements for Court

Experience of care planning for looked after children

An understanding of Restorative Practice

Experience of working with unaccompanied asylum seeking children and young people

An understanding of immigration laws

Specialist skills and abilities

Method of Assessment – I, T

Essential:

The ability to engage children and young people in direct work in order to undertake meaningful work with them and ensure their views are gathered and acted upon as part of care planning

To undertake robust assessments, providing a detailed analysis to inform care planning

To work cohesively with multi agency partners to resolve any challenges and progress care plans for children and young people

Desirable:

Life Story Work Training

Achieving Best Evidence Training (ABE)

Contextualised Safeguarding Training

Age Assessment Training

Graded Care Profile Training

Other validated or in service course in child development/childcare

Personal skills and attributes



Method of Assessment - I

Ability to work unsupervised, under pressure and to demanding timescales

Adapt to new situations and to learn new skills

Good communication skills, mature attitude

Ability to work with other staff in teams co-operatively and helpfully

Clear understanding of confidentiality

Commitment to use of Information Technology

Demonstrate ability to work effectively with professionals colleagues in multi-disciplinary framework to meet identified needs of the child.

Ability to work outside normal office hours

Car use essential – alternative arrangements will be discussed with disabled candidates

Desirable:

Ability to work creatively and positively, to use initiative and flexibly to meet needs of the team and the service

Experience in chairing and co-ordinating meetings and contributing to reviews.

Demonstrate ability to respond effectively to resistant families.

Decision making impact and innovation

Method of Assessment – I

Essential:

Ability to complete robust and holistic assessments of children and families

Ability to make evidence based recommendations through analysis of presenting factors

Ability to write and implement aspirational Plans seeking to safeguard children and support them to achieve and thrive

Understanding of when information needs to be brought to the attention of the Team Manager

Desirable:



Experience of writing assessments and implementing robust plans

Experience of safety planning and risk assessments

Special working conditions

Method of Assessment – I

Essential:

Ability to work outside of office hours to meet the needs of the service and as requested by the Team Manager, Operational Manager or Service Manager

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

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

Car user essential – alternative arrangements will be discussed with candidates with a disability

