

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 SWE (Social Work England)

Desirable: Post Qualification Award or willingness to work towards Qualifying Awards

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:
Experience in children and families work.

Desirable: Any validated or in service course in child development/child care, data protection training, children's safeguarding training

Specialist skills and abilities

Method of Assessment – D,I



Essential:**Desirable:**

ABE interview training; Graded Care Profile; Age Assessment; ParentAssess or PAMS, Exploitation, domestic abuse

Personal skills and attributes

Method of Assessment – D,I

Essential:

- Demonstrate ability to work effectively with colleagues within safeguarding group, including managers, in order to achieve best outcomes for the child
- Commitment to use of Information Technology
- Demonstrate ability to work effectively with professional colleagues in multi-disciplinary framework to meet identified needs of the child

Desirable:

- Ability to manage a complex case load, prioritising and using effective diary management skills.
- Motivation and drive to commit to continuing professional development.
- Motivation and interest in student placements, support and assessment

Decision making impact and innovation

Method of Assessment – D, I

Essential:

- Decisions will be taken within established policy and practice guidelines. The postholder will be required to make certain decisions in consultation with partner agencies, individuals and their carers.
- Ensure that professional decision making is considered and evidence based. Draw on a wide range of evidence sources to inform decision making.
- Ensure hypotheses and options are reviewed to inform judgement and decision making.
- Sustain and develop use of imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems.
- Demonstrate clear communication of evidence-informed professional reasoning, judgements and decisions, to professional and non-professional audiences/stakeholders.
- Decision-making will relate to a range of issues such as safeguarding concerns, identification of specific legislation to inform social work practice and risk management.
- Recognition of when support and advice is needed, ability to seek out support and document advice provided.



- Ability to use authority appropriately in professional practice.
 - Apply imagination, creativity and curiosity to practice, considering a range of options to solve dilemmas and problems.
 - Use reflective practice techniques to evaluate and critically analyse information, gained from a variety of sources, to construct and test hypotheses and make explicit evidence-informed decisions.
 - Sustain and develop use of imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems. Involve people who use services in reflections and creativity wherever possible.
 - Write records and complex reports, for a variety of purposes with language suited to purpose and audience, using plain English and optimising use of information management systems.
- **Desirable:**
- Understand the value of systemic approaches and how they can be used to understand and work with children and families in their environment, social context and relationships.
 - Understand and be able to effectively apply the principles of demand management, to ensure best use of resources and that decisions made promote the best outcome for children and young people.
 - Experience of Liquid Logic (data management system).

Special working conditions

Method of Assessment - I

Essential:

- 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.
- The post holder will be required to travel across the authority to work in multiple locations in order to support service delivery.
- Visit the placement / home of children, young people and families. This is generally lone working unless a risk assessment is undertaken which identifies the need for co-working arrangements.
- The postholder will have regular contact with individuals and/or carers and/or families, who will often be distressed or angry.
- Commute to out of area establishments for placement arrangements as necessary.



- Attend appropriate meetings.

Desirable:

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

