

Person Specification

JOB TITLE:	Independent Chair	POST NO:	
GRADE:	14	DEPARTMENT:	People and Communities
HOURS	37		
DIVISION:	Childrens Social Care	DIRECTOR:	Wendi Ogle Welbourn
DATE:	7th January 2016	COMPLETED BY:	Alison Bennett

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<p>Detailed knowledge of the Children Act, Working Together, Care Planning Regulations and IRO Guidance and other relevant legislation, guidance and research findings.</p> <p>Knowledge of children's welfare and development.</p> <p>Detailed knowledge of current legislation and the national agenda for adult safeguarding related issues (e.g. SEND/ Care Act and Care Fund)</p> <p>Knowledge of financial systems and understanding of financial entitlements of service users.</p> <p>Knowledge and understanding of good Customer Care. (A/IP)</p>	
SKILLS & ABILITIES	<p>Experience and skills in Ability to transfer knowledge and skills to staff and colleagues through peer supervision, coaching, mentoring, training and co-working.</p> <p>Experience of chairing multi-disciplinary meetings.</p> <p>Promote effective working relationships with teams, service areas and partner agencies, and able to effectively manage the interaction of people with different perspectives.</p> <p>Excellent analytical and risk assessment skills.</p> <p>Knowledge of risk management processes and the ability to assess and manage risk professionally and organisationally.</p> <p>Ability to disseminate information to social</p>	

	<p>care staff and senior managers.</p> <p>Effective organisation and time management skills, in order to meet service objectives and deadlines.</p> <p>Ability to use IT systems effectively. (A/I)</p>	
	<p>Ability to contribute to departmental and inter-agency monitoring and audit systems.</p> <p>Ability to work co-operatively as a member of a team.</p> <p>Ability to think creatively about problem solving.</p> <p>Ability to contribute to the development and implementation of safeguarding policies and procedures. (A/I)</p>	
EXPERIENCE	<p>Degree in Social Work or equivalent.</p> <p>Registration with the HCPC.</p> <p>Ability to travel between locations.</p> <p>At least 5 years PQ experience in the field of social care.</p> <p>Prior experience of coaching/ mentoring/co-working/supervision/ practice teaching. (A/I)</p>	Experience in delivering multi-disciplinary training.
QUALIFICATIONS	Professional Social Work qualification. (A/I)	Relevant post qualifying studies.
PERSONAL CIRCUMSTANCES	<p>Car driver.</p> <p>Able to adjust hours of work occasionally to meet priorities.</p>	
EQUALITY	Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A/I)	
CUSTOMER CARE	Knowledge and understanding of effective customer care (A/I)	

[At the end of each criteria the following codes are used to indicate how the criteria will be assessed: (A/I) Application / Interview, (P) Presentation, (W) Written Test.]