

Person Specification

JOB TITLE:	Social Worker	POST NO:	
GRADE:	10	DEPARTMENT:	People and Communities
HOURS	37 hours		
DIVISION:	Adult Social Care	DIRECTOR:	Wendi Ogle-Welbourn
DATE:	April 2017	COMPLETED BY:	Debbie McQuade

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge and understanding of the values and principles underpinning the involvement of disabled children, young people and families/carers, including the right to access independent advocacy and complaints processes. • Knowledge and application of the legal and policy frameworks and guidance that inform and mandate social work practice in the practice area relevant to the post • Knowledge and understanding of the practice area relevant to the post, including critical awareness of current issues and evidence based practice research. • Knowledge and understanding of the Professional Capabilities Framework as it applies to the Social Worker level. 	<ul style="list-style-type: none"> • Knowledge and application of social work interventions in more than one area of practice. • Knowledge of alternative communication methods with non-verbal disabled children and young people
SKILLS & ABILITIES	<ul style="list-style-type: none"> • Ability to communicate effectively, verbally and in writing, to a range of audiences including disabled children, young people, parents and carers and professional colleagues. • Ability to manage workload independently, maintaining professionalism in more challenging circumstances and seeking support and suggesting solutions for workload difficulties. • Ability to gather information so as to inform judgement for interventions in more complex situations and in response to challenge, clearly reporting and recording analysis. 	<ul style="list-style-type: none"> • The ability to be a source of reliable knowledge and advice to colleagues. • The ability to use alternative communication methods

	<ul style="list-style-type: none"> • Ability to use a range of interventions effectively and evaluate them in practice. • Ability to use electronic business support processes for maintaining case recording and diary management. 	
EXPERIENCE	<ul style="list-style-type: none"> • At least 1 year's post qualifying experience as a social worker 	<ul style="list-style-type: none"> • Experience of working with disabled children, young people and families prior to qualification.
QUALIFICATIONS	<ul style="list-style-type: none"> • Degree in Social Work or other qualification equal to. • Successful completion of the Assessed and Supported Year in Employment or equivalent Newly Qualified Social Worker programme. • Registration with the HCPC. 	<ul style="list-style-type: none"> • Evidence of post-graduate study.
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Ability to travel between locations. 	
EQUALITY	<ul style="list-style-type: none"> • Candidates must demonstrate understanding of and acceptance and commitment to the principles of human rights and equality and how they underpin practice. 	
CUSTOMER CARE	<ul style="list-style-type: none"> • Knowledge and understanding of effective customer care. 	