

## Person Specification

<b>JOB TITLE:</b>	Social Worker	<b>POST NO:</b>	
<b>GRADE:</b>	10	<b>DEPARTMENT:</b>	People and Communities
<b>HOURS</b>	37 hours		
<b>DIVISION:</b>	Targeted Youth Support Service	<b>DIRECTOR:</b>	Adrian Chapman
<b>DATE:</b>	June 2018	<b>COMPLETED BY:</b>	Stephanie Burrage

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>● Knowledge and understanding of the values and principles underpinning the involvement of children, young people and families/carers, including the right to access independent advocacy and complaints processes.</li> <li>● Knowledge and application of the legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care.</li> <li>● Knowledge and understanding of the practice area relevant to the post, including critical awareness of current issues and evidence based practice research.</li> <li>● Knowledge and understanding of the Professional Capabilities Framework as it applies to the Social Worker level.</li> </ul>	<ul style="list-style-type: none"> <li>● Knowledge and application of social work interventions in more than one area of practice.</li> </ul>
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>● Ability to communicate effectively, verbally and in writing, to a range of audiences including children, young people, parents and carers and professional colleagues.</li> <li>● Ability to manage workload independently, maintaining professionalism in more challenging circumstances and seeking support and suggesting solutions for workload difficulties.</li> <li>● 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.</li> </ul>	<ul style="list-style-type: none"> <li>● The ability to be a source of reliable knowledge and advice to colleagues.</li> </ul>

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