

Person Specification

JOB TITLE:	Senior Practitioner	POST NO:	
GRADE:	12	DEPARTMENT:	Children's Services
HOURS	37		
DIVISION:	Children's Services	DIRECTOR:	Lou Williams
DATE:	March 2018	COMPLETED BY:	Richard Powell

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> ● In depth knowledge and understanding of the values and principles underpinning service user involvement and good Customer Care. ● In depth knowledge of complaints and advocacy legislation and guidance. ● In depth theoretical and applied knowledge and understanding of the current legislative framework and procedural guidance relating to the work of Children's Services. ● In depth operational knowledge and understanding of the current legislative framework and procedural guidance relating to the service area. ● In depth knowledge and understanding of best practice and national developments relating to the service area. 	Involvements in workshops/consultations/working groups.
SKILLS & ABILITIES	<ul style="list-style-type: none"> ● Proven ability to communicate to an advanced level verbally and in writing to a range of audiences including children, young people, parents and carers and professional colleagues. ● Ability to plan and prioritise workload within a flexible work environment with a high level of autonomy. ● Proven ability to analyse information to determine and plan interventions and decide a course of action with minimum support. 	Familiarity with electronic business support processes for records, calendar management, word processing, Google etc.

	<ul style="list-style-type: none"> • Proven ability to transfer knowledge and skills to colleagues through coaching, mentoring and co-working. 	
EXPERIENCE	<ul style="list-style-type: none"> • 2 years plus post qualifying experience. 	Practice educator award/experience.
QUALIFICATIONS	<ul style="list-style-type: none"> • Degree in Social Work or equivalent. • Registration with the HCPC. 	Specialist award or equivalent.
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Ability to travel between locations. 	
EQUALITY	Candidates must demonstrate understanding of, acceptance and commitment to the principles 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: (AI) Application / Interview, (P) Presentation, (W) Written Test.]