



Person Specification

JOB TITLE:	Senior Practitioner	POST NO:	
GRADE:	12	DEPARTMENT:	0 to 25 Disability Service
HOURS	37		
DIVISION:	Adult Social Care	DIRECTOR:	Wendy Ogle-Welborne
DATE:	March 2018 Updated February 2019	COMPLETED BY:	Richard Powell Update Eileen Young

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. • In depth knowledge and understanding of approaches to risk management and safeguarding children 	<p>Involvements in workshops/consultations/ working groups.</p> <p>knowledge of the legislative framework and current national policy developments relating to disabled children and young people</p>
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 	<p>A knowledge of alternative communication methods</p>

	<p>flexible work environment with a high level of autonomy.</p> <ul style="list-style-type: none"> • Proven ability to analyse information to determine and plan interventions and decide a course of action with minimum support. • Ability to analyse and interpret current legislation, guidance, policy and best practice in order to manage complex and volatile cases • Proven ability to transfer knowledge and skills to colleagues through coaching, mentoring and co-working. • Ability to use computer based word processing software, to input to relevant database applications, to use e-mails and to access the internet • Ability to chair meetings effectively 	
EXPERIENCE	<ul style="list-style-type: none"> • 2 years plus post qualifying experience. 	<p>Practice educator award/experience.</p> <p>Experience of direct work with disabled children, young people and their families</p>
QUALIFICATIONS	<ul style="list-style-type: none"> • Degree in Social Work or equivalent. • Registration with the HCPC. 	<p>Specialist award or equivalent.</p>
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Ability to travel between locations. 	
EQUALITY	<p>Candidates must demonstrate understanding of, acceptance and commitment to the principles underlying equal opportunities. (A & I)</p>	
CUSTOMER CARE	<p>Knowledge and understanding of effective customer care (A & I)</p>	

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