

PERSON SPECIFICATION

Post Title	Social Worker	Band	10	Job Evaluation Reference	BM55
Required Attributes					
1. EDUCATION AND TRAINING				Essential	Desirable
Qualifications as an essential criteria can only be asked if it is a fundamental requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an indication of the knowledge required to perform the role and equivalent knowledge/experience* should be considered (i.e. SCQF Level 6 or equivalent knowledge/experience)					
*equivalent knowledge/experience can be gained in several ways including relevant work experience, voluntary or community activities, on-the-job or off-the-job training or full-time or part-time study					
Relevant professional qualification (e.g. degree in Social Work; Diploma in Social Work)				✓	
Post Qualification award (e.g. Child Protection/ASP certificate, Practice Teaching)					✓
Evidence of ongoing professional development					✓
SSSC registration				✓	
2. KNOWLEDGE AND EXPERIENCE				Essential	Desirable
Consider what knowledge and experience is essential at the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
Employed or voluntary experience in a relevant environment				✓	
Direct experience of child or adult care and multi-disciplinary working, relevant to specific post					✓
Working as a social work practitioner with children and families and or adult care					✓
Working with partner agencies					✓
Social Work legislation relevant to specific post				✓	
Issues affecting individuals and their families/carers, e.g. poverty, domestic abuse, substance misuse, disadvantage				✓	
Knowledge specific to post e.g. emotional and physical child development; adult care policy				✓	
Relevant national policy and development issues				✓	
Health and Safety policy and procedures					✓
3. SKILLS AND ABILITIES				Essential	Desirable
Consider what skills and abilities are essential the point of recruitment and what can be considered desirable and can be learned through on-the-job training					

Verbal and written communication skills	✓	
Analyse information for assessment purposes	✓	
Work with minimum supervision	✓	
Personal organisation, time management and prioritisation	✓	
Ability to accurately record on an electronic system		✓
Represent Social Work position within a multi-disciplinary forum		
4. PERSONALITY FACTORS	Essential	Desirable
Include personality traits and interpersonal skills that align to the Councils Core Behaviours		
Self-motivated	✓	
Works well under pressure	✓	
Self-confident and able to hold and express a well-reasoned and evidenced view	✓	
Committed to team working	✓	
Compassionate	✓	
5. OTHER REQUIREMENTS	Essential	Desirable
Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc		
Committed to personal development	✓	
Ability to travel & have access to a vehicle/transport	✓	
Willing to undertake Emergency Duty arrangements	✓	
Demonstrate commitment to social work values	✓	
Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours: - Strengthen – our Communities - Understand – our children's needs - Protect – our vulnerable people - Promote – equality and diversity - Open and transparent – at all times - Respect – our environment - Treat – each other with kindness		

Guidance:

A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.