PERSON SPECIFICATION

Post Title	Senior Social Worker	Band	12	Job Evaluation Reference	G258(5)

Required Attributes		
1. EDUCATION AND TRAINING	**Essential**	**Desirable**
Social Work degree / DipSW / CQSW or equivalent	X	
Post-qualifying award (such as ASP/CP PQ certificate, Practice Teaching Award or Mental Health Officer Award)		X
Evidence of continuous professional development	X	
2. KNOWLEDGE AND EXPERIENCE	**Essential**	**Desirable**
Relevant legislation, policy and procedure, including the relevant court processes and procedures	X	
Issues specific to area of work (such as child development, adult support and protection, care management, domestic abuse, substance misuse or offending)	X	
Wider societal issues impacting on people's lives (such as poverty, discrimination and disadvantage)	X	
Substantial experience of direct work with individuals, families, carers, and/or groups in the community	X	
Significant post-qualifying experience within a social work setting	X	
Relevant public protection work with children or adults	X	
Working within a multi-disciplinary and multi-agency environment	X	
Assessment and planning processes in area of work relevant to post	X	
Supervising and managing staff		X
3. SKILLS AND ABILITIES	**Essential**	**Desirable**
Robust assessment of presenting issues within the context of risk	X	
Good verbal and written communication	X	
Analyse and understand pertinent information within the assessment and planning processes	X	
Well-developed active listening skills	X	
Reflective thinking and use of reflective practice models to support learning and development of self and others	X	
Using IT systems, including electronic recording software	X	
Working under pressure and remain objective	X	
Prioritising	X	
Multi-tasking	X	

4. PERSONALITY FACTORS	Essential	Desirable
Highly motivated	X	
Approachable	X	
Committed to team working	X	
Strong leadership qualities	X	
Commitment to Social Work values	X	
5. OTHER REQUIREMENTS	**Essential**	**Desirable**
Full UK driving licence	X	
Work flexibly to meet service needs	X	
Registered with the SSSC	X	

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.