**Person Specification**



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| Job Title | Advanced Social Work Practitioner | | | | Directorate | Childrens Services | | | | |
|  |  | | | |  |  | | | | |
| Post Number |  | | | | Division | Childrens Social Care | | | | |
|  |  | | | |  |  | | | | |
| Grade | 12 | Salary | |  | Section |  | | | | |
|  |  |  | |  |  | |  | | | |
| Criteria (Essential) | | | | | | | Assessment By | | | |
|  | | | | | | |  | Application | Interview | Test |
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| Experience | | | | | | |  |  |  |  |
| Considerable experience within children's social care working with children and young people in a statutory social care setting including those in need of safeguarding, and looked after and adopted children and young people. | | | | | | |  |  |  |  |
| Significant experience of achieving improved outcomes for children and young people. | | | | | | |  |  |  |  |
| Significant post qualifying experience. | | | | | | |  |  |  |  |
| Demonstrable experience in leading staff. | | | | | | |  |  |  |  |
| Demonstrable experience of successfully managing projects. | | | | | | |  |  |  |  |
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| Qualifications / Training | | | | | | |  |  |  |  |
| A professional qualification in social work. | | | | | | |  |  |  |  |
| Social Work England registration. | | | | | | |  |  |  |  |
|  | | | | | | |  |  |  |  |
| Practical Skills | | | | | | |  |  |  |  |
| Credibility in a significant area of specialism. | | | | | | |  |  |  |  |
| Ability to transfer skills and lead service improvement in a variety of areas of service. | | | | | | |  |  |  |  |
| The tenacity to repeatedly follow through indictors of service and staff performance to secure the necessary improvement in service provision. | | | | | | |  |  |  |  |
| **Extremely high** emotional resilience, that is, the ability to perform effectively during periods of change and stress **and working with extremely varied and highly complex and highly challenging and demanding cases.** | | | | | | |  |  |  |  |
| **Highly developed negotiating and/or persuasive skills** | | | | | | |  |  |  |  |
|  | | | | | | |  |  |  |  |
| Personal Qualities and Attributes | | | | | | |  |  |  |  |
| A knowledge of Equality & Diversity issues | | | | | | |  |  |  |  |
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| Prepared By | | |  | | | | | | | |
| Date | | | 31st March 2023 | | | | | | | |
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