**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 |
|  |  | √ | √ | √ |
| 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** |  |  |  |  |
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| Personal Qualities and Attributes |  |  |  |  |
| A knowledge of Equality & Diversity issues |  |  |  |  |
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| Prepared By |  |
| Date | 31st March 2023 |
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