**Person Specification**

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| Job Title | **Senior Social Worker** | | | Directorate | | **People** | | | | | | | | | |
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| Post Number |  | | | Division | | **Adult Social Care** | | | | | | | | | |
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| Grade | **10** | Salary |  | Section | |  | | | | | | | | | |
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| Criteria (Essential) | | | | | | | Assessment By | | | | | | | | |
|  | | | | | | |  | | Application | | Interview | | Test | | |
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| **Qualifications / Training** | | | | | | |  | |  | |  | |  | | |
| Certificate of Qualified Social Worker (CQSW), Diploma in Social Work (DipSW), Social Work Degree or other qualification as recognised by the current Social Work Regulatory Body (Health Care Professions Council)  [You will be required to produce the original copy of your certificate /transcripts as part of the recruitment process] | | | | | | |  | |  | |  | |  | | |
| Required to complete a Post Qualifying Award- Best Interest Assessor (BIA)/Approved Mental Capacity Professional or Approved Mental Health Professional (AMHP) or Practice Educator 2 within 3 years of appointment. | | | | | | |  | |  | |  | |  | | |
| Must have up to date registration & comply with requirements of current Social Work Regulatory body. | | | | | | |  | |  | |  | |  | | |
| **Knowledge & Experience** | | | | | | |  | |  | |  | |  | | |
| Qualified Social Worker with a minimum of two years Post Qualifying experience working with a range of client groups/areas of service. | | | | | | |  | |  | |  | |  | | |
| Extensive knowledge of social work related legislation including The Care Act 2014, Mental Capacity Act (MCA), Mental Health Act (MHA), Equalities Act and a detailed awareness of both national and local policies and procedures relevant to social work/social care. | | | | | | |  | |  | |  | |  | | |
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| **Practical Skills & Interventions** | | | | |  | | |  | |  | |  | | |
| Ability to, and experience of carrying out complex Social Care Assessment, Review and Re-assessment and Carer’s Assessments where necessary to promote enablement and a strength-based approach. | | | | |  | | |  | |  | |  | | |
| Ability to think critically and analyse situations effectively to identify the best resource from a range of options and provide service users with appropriate advice and information. | | | | |  | | |  | |  | |  | | |
| Ability to and experience of carrying out specialist assessments in line with service area, eg MHA Assessments, MCA assessments, Best Interest Assessments and or assessments of students | | | | |  | | |  | |  | |  | | |
| Ability to demonstrate skilled use of a range of interventions and provide rationale for the intervention used. | | | | |  | | |  | |  | |  | | |
| Ability to communicate effectively, in a variety of ways, with Adults, their carers, families and partners from a variety of disciplines. | | | | |  | | |  | |  | |  | | |
| Ability and experience of presenting information to groups in a variety of formats. | | | | |  | | |  | |  | |  | | |
| Ability and experience of applying critical analysis to complex situations including assessment of and appropriate responses to situations of risk. | | | | |  | | |  | |  | |  | | |
| Ability to demonstrate understanding of Safeguarding under The Care Act 2014 and Making Safeguarding Personal. | | | | |  | | |  | |  | |  | | |
| Ability to lead S42 Enquiries and co-ordinate assessment, planning and decision making in accordance with current legislation and policy about safeguarding situations. | | | | |  | | |  | |  | |  | | |
| Ability to demonstrate confident and effective judgements about risk and accountability for your decisions. | | | | |  | | |  | |  | |  | | |
| Ability to manage a complex workload and prioritise work appropriately, making use of any tools and support available in an appropriate manner whilst meeting required deadlines. | | | | |  | | |  | |  | |  | | |
| Ability to demonstrate an understanding of the National guidance around confidentiality, data protection, FOI and information sharing protocols. | | | | |  | | |  | |  | |  | | |
| Ability to work with multi-agencies as necessary to deal with complex situations and to manage boundaries in partnership working. | | | | |  | | |  | |  | |  | | |
| Ability to demonstrate an understanding of the role and requirements of Supervision and a commitment to using supervision to develop own practice. | | | | |  | | |  | |  | |  | | |
| Ability to supervise others using a variety of styles, approaches and models to meet the needs of the supervisee including students and NQSW | | | | |  | | |  | |  | |  | | |
| Ability to use IT as necessary to carry out the job and keep and maintain data up to date and accurate. | | | | |  | | |  | |  | |  | | |
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| **Personal Qualities and Attributes** | | | | |  | | |  | |  | |  | | |
| Clear evidence of commitment to and demonstration of Social Work values and ethics in accordance with the Knowledge & Skills Statements (KSS), Professional Capabilities Framework (PCF’s) (Experienced SW Level) and Regulator’s Standards for Social Workers. | | | | |  | | |  | |  | |  | | |
| Display a confident and non-judgemental manner. | | | | |  | | |  | |  | |  | | |
| Commitment to undertake training as necessary, relevant to the job and to work towards own CPD. | | | | |  | | |  | |  | |  | | |
| Be flexible and reliable with regard to hours and place of work in order to ensure that the needs of the service and the statutory obligations of the Council are met. | | | | |  | | |  | |  | |  | | |
| Demonstrate (with reasonable adjustments where applicable) the ability to undertake the physical requirements of the post. | | | | |  | | |  | |  | |  | | |
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| Prepared By | |  | | | | | | | | | | | |
| (Section/Mgr): | |  | | | | | | | | | | | |
| Review Date: | |  | | | | | | | | | | | |