

Person Specification

Unprogressed Social Worker

Children's Social Care

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Recognised Social Work Qualification, e.g. CQSW, CSS, DipSW, Degree in Social Work, or equivalent
- A commitment to work to the Assisted Supported Year of Employment – ASYE (for newly qualified Social Workers), or evidence of successful completion for ASYE
- Able to demonstrate knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors
- Commitment to practice informed by systemic theory and methodology
- Able to summarise, analyse and evaluate complex information
- Excellent recording and report writing skills using electronic data information systems
- Demonstrate recent knowledge, understanding and application of relevant legislation and statutory guidance including the Children Acts of 1989 and 2004
- Demonstrate effective assessment, planning and reviewing skills,
- Able to prioritise tasks and manage workload
- Experience of working with children, young people, carers and families to improve outcomes
- Able to create a rapport and build relationships with children, young people and families
- Able to contribute to, and work within, a supportive team environment
- Able to liaise effectively with other agencies and professionals
- Knowledge and experience of, or a willingness to access training for, Signs of Safety and / or Systemic Practice.
- A sound understanding and knowledge of the DFE Knowledge and Skills statement for post-qualifying social work professionals

Desirable

- Experience of multi-agency working
- Ability to evidence a commitment to ongoing professional development.

Part B

The following criteria will be further explored at the interview stage (as well as further exploring the above criteria is met):

- Level of experience, including experience in field work and other related experience
- Ability to assimilate, evaluate and prioritise information, including relevant data management skills
- Knowledge of relevant legislation and statutory guidance
- Reliable and self-reliant, but will seek guidance appropriately
- Willingness to undertake further training as required, with a positive approach to self-development
- Organisational skills and the ability to work to tight timescales whilst being detail conscious

- Evidence of good written and verbal communication skills
- Ambitious for children, young people and families
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

Additional Requirements

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- Current HCPC Registration
- Flexible approach to work, location, duties and hours