

Person Specification
Senior Practitioner
(Community Health and Social Care Direct)



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, with at least 3 to 4 years post qualifying experience in field work.
- Completion of Post Qualifying modules and In-House progression (or equivalent process from previous employer).
- Commitment to continuing professional development and personal development.
- Excellent file management skills with the experience of managing complex caseloads, to include effective assessment, planning and evaluation skills, assessment and managing risk.
- Experience of fostering the learning and development of others, contributing to their professional development, providing advice, support and mentoring to less experienced colleagues.
- Able to contribute to and work within a supportive team environment.
- Knowledge and understanding of current statutory requirements, including The Care Act and The Mental Capacity Act, best practice and current trends in Adult social care, including adult safeguarding practice.
- Able to assimilate and evaluate complex information.
- Time management skills with the ability to prioritise tasks.
- Commitment to working in a multi-disciplinary, multi-agency way, liaising effectively with other agencies and professionals.
- Experience of working in partnership with service users, carers and service providers.
- Problem solving skills; the ability to handle problems or difficult situations calmly and sensitively.
- Excellent recording, report writing and analytical skills using electronic data information systems and the ability to interpret data.

Desirable

- Practice Educator qualification.
- Recent / relevant experience of working in a fast-paced environment.
- Knowledge of resources; health, local authority, voluntary and independent sector.
- Access to personal transport.

Part B

The following criteria will be further explored at the interview stage:

- Commitment to continuing professional development, personal development and the development of others.
- Commitment to prevention work, in terms of the Care Act and reducing needs from arising.
- Motivated towards change and continuous improvement.
- High personal standards of integrity and probity.

- Able to liaise effectively with other professionals and work in a multi-disciplinary / multi-agency manner.
- Demonstrate a commitment to improving work relationships with partner agencies.
- Experience of working in partnership with service users, carers and service providers.
- Ability to handle problems and difficult situations calmly and sensitively.
- Organisational and time management skills, ability to work to tight timescales whilst being detail conscious.
- Reliable and self-reliant, but will seek guidance appropriately.
- Leadership skills.
- Ability to communicate clearly and effectively.
- Knowledge and understanding of the Council's Equality Policy, applying this in the workplace and the effect on delivery of services to customers.

Additional Requirements

Enhanced DBS Disclosure Certificate.

Suitability to work with client group.

HCPC registration.

Flexible approach to work, location, duties and hours.