



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Principal Social Worker - Children and Families Social Care

GRADE: SM2

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> • Qualified Social Work • Registered with the HCPC • Evidence of continued professional development 	<ul style="list-style-type: none"> • Recognised management qualification • Practice Education Award or equivalent 	<ul style="list-style-type: none"> • Application Form • Certificates
Work Experience	<ul style="list-style-type: none"> • Significant experience of frontline statutory social work • Experience of managing others in a social work environment • Experience of undertaking duties associated with the quality assurance of practice • Experience of leading and delivering change and service improvement • Experience of workforce planning and the delivery of training 	<ul style="list-style-type: none"> • Experience of managing budgets 	<ul style="list-style-type: none"> • Application Form • Interview • Partnership Panel with Young People input • Presentation/ Written Assessment - to be confirmed • References
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> • Robust knowledge of best practice in a social work context and social theories • Ability to guide, mentor and coach others • Robust knowledge of current issues relating to social work legislation • Up to date knowledge of social work standards and reform • Excellent assessment, analysis and reporting skills • Ability to relate everyday practice issues to the wider strategic context 		<ul style="list-style-type: none"> • Interview • Partnership Panel with Young People input • Presentation/ Written Assessment - to be confirmed • References

	<ul style="list-style-type: none"> • Ability to apply theory to practice and shape the practice of others 		
Disposition	<ul style="list-style-type: none"> • Ability to lead and role model best practice, professional practice and a child centred value base • Excellent negotiation and communication skills • Ability to think and act strategically • Ability to influence a wide range of people • Creative thinker • Anti-discriminatory practice • Flexible approach to work • Committed to the principles of equality and diversity 		<ul style="list-style-type: none"> • Interview • References
Circumstances	<ul style="list-style-type: none"> • Enhanced clearance from the Disclosure and Barring Service 		<ul style="list-style-type: none"> • DBS check