

Person Specification Independent Reviewing Officer Team Manager

Part A

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

Essential

- Recognised professional qualification in Social Work e.g. CQSW/Dip SW
- Current Social Work England registration
- Knowledge of legislative frameworks and statutory guidance relevant to Children's Services including:
 - The Children Act 1989
 - Working Together to Safeguard Children 2018,
 - The Care Planning, Placement and Review regulations 2015
 - The IRO Hand Book
- Knowledge of performance management approaches
- Understanding of the Safeguarding Children Partnership function, roles and responsibilities
- Experience working as an IRO/CP Conference Chair
- Extensive experience of working with children in the child protection and looked after system within a Social Care setting
- Front-line management experience in Children's Social Care or related areas
- Experience of chairing a wide range of meetings including multi agency meetings
- Experience of writing reports for a range of audiences
- Experience of working with IT systems and Children's Electronic Social Record Systems
- Ability to work well to conflicting demands and deliver to deadlines
- The ability to improve the practice of others
- Highly empathic, respectful and emotionally intelligent
- Resilient and able to work autonomously
- Commitment to Equal Opportunities and Anti-Oppressive Practice

Desirable

- Degree or higher relevant professional qualification.
- Progressed / Advanced social work practice qualifications
- Management Qualifications
- Experience of project and change management
- Management of a range of professional disciplines
- Contributing to quality audit and service evaluation
- Ability to develop and implement change and service improvement programmes
- Experience of budget management and working within controlled financial context
- Experience of delivering training/development programmes to a range of professionals
- Experience of developing policies and procedures

Part B

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

- Ability to form effective relationships with, and communicate effectively with, children and families, professionals and others involved in the delivery of social care services
- Children's Social Work theory and models including Systemic Practice, Signs of Safety and Restorative models
- Current research and academic theory relating to Child protection and looked after children
- Quality assurance methods and approaches
- Experience of working within performance management frameworks and achieving / raising standards
- Experience of supervising staff and addressing performance issues
- Effective communication and presentation skills
- Ability to present verbal reports confidently and succinctly in a range of different settings
- Ability to make difficult decisions within the child's timescale
- Ability to analyse complex information and explain complex issues succinctly.
- Ability to work flexibly to meet the needs of the service.
- Think systemically
- Effectively challenge and influence others involved in the delivery of children's plans
- Highly reflective and enabling
- Able to learn from experience

Additional Requirements

- Current driving licence and access to a car or means to mobility support
- Disclosure and Barring Service Clearance (Regulated Activity)