



## South Tyneside Council

### CHILDREN, ADULTS AND HEALTH

#### PERSON SPECIFICATION

**POST TITLE:** Consultant Social Worker - Adults

**GRADE:** Band 8

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>A professional social work qualification such as Social Work Degree, MA in Social Work, Diploma in Social Work (CQSW, CSS) or equivalent</li> <li>Current Registration with Social Work England</li> <li>Evidence of post qualification CPD such as but not limited to Best Interest Assessor, Safeguarding Module, Research Module</li> </ul>	<ul style="list-style-type: none"> <li>Approved Mental Health Practitioner</li> <li>Practice Educator Professional Standards Stage 2 Qualification</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>Significant experience of Social Work in community mental health settings</li> <li>Substantial experience of managing complex cases that is underpinned by evidence based practice</li> <li>Experience of supervising or mentoring staff to deliver quality services, this could include acting up or practice teaching etc.</li> <li>Experience of safeguarding frameworks, processes and procedures as well as undertaking safeguarding investigations</li> </ul>	<ul style="list-style-type: none"> <li>Experience of applying strengths and or asset based approaches into practice</li> <li>Experience of providing effective leadership, development and motivation of staff to deliver quality outcomes</li> <li>Experience of working with Elected Members</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>Selection Exercise</li> <li>References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>Good working knowledge, understanding and application of the Care Act</li> <li>Knowledge and understanding of other relevant legislation for adult social care, for example the Mental Capacity Act, Mental Health Act, Deprivation of Liberty Safeguards</li> <li>Awareness of theories, models of intervention and research activity that underpin best practice in adult mental health social work</li> <li>Highly skilled in mental health social work with individuals, groups and communities</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and ability to maximise people's independence in different settings and environments</li> <li>Working knowledge of and relationship with local community groups</li> </ul>	<ul style="list-style-type: none"> <li>Interview</li> <li>References</li> <li>Selection Exercise</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent risk assessment and risk management skills</li> <li>• Ability to employ own knowledge, experience, practice skills, networks and values to create a risk and inspirational learning experience</li> <li>• Confidence in critically and constructively reflecting on others' social work practice</li> <li>• Excellent analytical, influencing and negotiate skills</li> <li>• Excellent written and verbal communication skills with the ability to present complex information both verbally and in writing in a clear concise matter</li> <li>• IT Literacy</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• <b>Initiative:</b> the ability to demonstrate initiative, engage others and enable them to achieve their goals.</li> <li>• <b>Adaptability:</b> resilience and flexibility in changing circumstances with the ability to work under pressure and deal with uncertain or unexpected outcomes. Managing workplace stress, an organised work style and the ability to prioritise to meet deadlines are also important.</li> <li>• <b>Motivation:</b> a personal commitment to improving people's lives through better mental health, with an understanding of the positive impact of social work and Think Ahead's mission.</li> <li>• <b>Relationship building:</b> Empathy and respect for all individuals, with the ability to build relationships and understand people's motives and perspectives.</li> <li>• <b>Problem-solving:</b> The ability to objectively analyse situations, using evidence and clear judgement to generate effective solutions.</li> <li>• <b>Self-awareness:</b> The ability to understand, and reflect critically on, both your own personal development and how your actions affect others.</li> <li>• <b>Communication:</b> The ability to collaborate with and influence a wide range of people, in person and through written communication.</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Able to work outside of office hours as required as required by your contract of employment</li> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• DBS Check</li> </ul>

Ref: LC/VP  
29.04.19