

**PERSON SPECIFICATION FOR THE POST OF  
SOCIAL WORKER (FOSTERING)**

REQUIREMENT	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Qualifications	<ul style="list-style-type: none"> <li>◆ A recognised Social Work Qualification</li> <li>◆ Registration with the Health &amp; Care Professions Council (HCPC)</li> </ul>		CV and Application Documentation
Skills	<ul style="list-style-type: none"> <li>◆ Ability to undertake assessments.</li> <li>◆ Excellent interpersonal and listening skills.</li> <li>◆ Competent IT skills</li> <li>◆ Ability to communicate clearly in writing and verbally.</li> <li>◆ Ability to work as part of a team and on own initiative.</li> </ul>		CV/ Application and interview
Knowledge	<ul style="list-style-type: none"> <li>◆ Knowledge of Child Care legislation including Safeguarding procedures.</li> <li>◆ Working knowledge of Ofsted, National Minimum Standards for Fostering services and Fostering Services Regulations.</li> <li>◆ Experience of working with foster carers and the children who they care for.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Knowledge of attachment issues and associated behaviours</li> </ul>	CV / Application and interview

	<ul style="list-style-type: none"> <li>◆ Knowledge of how fostering panels operate and how to prepare foster carers for attending panels.</li> </ul>		
Experience	<ul style="list-style-type: none"> <li>◆ A minimum of two years qualified social work practice including direct fieldwork experience of fostering.</li> <li>◆ Experience of analytical and critical report writing.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Experience of training carers</li> </ul>	CV / Application and interview

Special Conditions	<ul style="list-style-type: none"> <li>◆ Flexible approach to work by responding to the needs of the services including, at times, requirements to work beyond normal working hours</li> <li>◆ Must hold a full UK Driving Licence and have the use of a car for work purposes</li> </ul>	<ul style="list-style-type: none"> <li>◆ Evidence of own continuous personal and professional development</li> </ul>	CV/ Application and interview
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**Note for Applicants:** Please try to show in your Application/ Cover Letter and CV how you meet these requirements as this will be used for shortlisting purposes.