**Person Specification**

**Job title: Social Worker, Adult Social Care.**

**Note to applicant - You should pay particular attention to the essential criteria below and provide evidence of how you consider you meet them as part of your application. Failure to do so may mean that you will not be shortlisted.**

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| **Essential Criteria** | | **Method of Assessment** |
| **Qualifications /**  **Professional Registration/**  **Membership** | 1.Degree in social work or equivalent social work qualification | Application form / interview |
| 2. Ability to develop knowledge and experience of: Working with vulnerable adults in a front-line service delivery role. | Application form / interview |
|  | 3. Ability to develop knowledge and experience of: Statutory requirements of the role in relation to safeguarding, including Disclosure and Barring Service (DBS) clearance. | Application form / interview |
| **Skills, Knowledge, Ability (including ability**  **to develop knowledge,**  **skill or experience)** | 1. Able to communicate effectively using a range of methods in order to share and obtain information. | Application form /interview |
| Able to provide excellent customer service by being able to delight customers, and deliver high quality tailored services to meet needs and exceed expectations. | Application form /interview |
| Able to effectively use a PC to prepare documents, record information or input data**.** | Application form /interview |
| With support calculating budgets and working with customers to support their understanding of personal budgets. | Application form /interview |
| Able to adapt to changes in colleagues, settings and working environment | Application form /interview |
| Introducing new ways of working, particularly adopting innovative and flexible methods. | Application form /interview |
| A willingness to take action and to make decisions in line with support plans, policies and procedures, being resourceful in the face of challenges. | Application form /interview |
| Seeks and considers the views of others. | Application form /interview |
| Able to work effectively within a busy team environment, or independently. | Application form /interview |
| Listens to others to assess requirements in order to respond appropriately and efficiently. | Application form /interview |
| Able to be innovative and creative. | Application form /interview |
| Be socially confident and self-assured when meeting new people. | Application form /interview |
| Be sympathetic, caring and supportive to others. | Application form /interview |
| Able to deal with opinions and feelings as well as facts, figures and numerical data. | Application form /interview |
| Able to work in a role with a high degree of variety in the daily routine. | Application form /interview |
| Able to follow rules and procedures. | Application form /interview |
| within a busy team |  |
| Able to work to demanding goals and targets. | Application form /interview |
| Able to maintain a positive view of situations | Application form /interview |
| Able to critically evaluate information. | Application form /interview |
| Able to analyse the behaviour and motives of others. | Application form /interview |
| Able to consider the motives and intentions of others. | Application form /interview |
| To demonstrate the Council’s values. | Application form /interview |
| **Work Related Circumstances/**  **Values of the Council** | Commitment to Equal Opportunities | Application form/ interview |
| Compliance with health and safety rules, regulations, and legislation | Application form/ interview |
| Ability to work outside of normal working hours to meet the needs of the service. | Application from /interview |

June 2021