

**Person Specification  
Senior Practitioner  
Children's Social Care**



**Part A**

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

**Essential**

- Recognised social work qualification e.g. CQSW, CSS, DipSW, Degree in Social Work or equivalent.
- A minimum of 3 years post qualifying experience in a children and families setting and evidence of working at a progressed level
- Able to demonstrate recent extensive knowledge, understanding and application of relevant legislation and statutory guidance including the Children Acts of 1989 and 2004.
- Ability to work creatively with families in line with the Family Valued approach
- Able to demonstrate effective assessment, planning and evaluation skills including risk-assessment skills within complex cases.
- Time management skills with the ability to prioritise tasks.
- Comprehensive knowledge of childcare practice, safeguarding and the range of services provided by Children's Social Care Services.
- Experience of implementing new models of working with staff groups.
- Experience of assisting and supporting new and less experienced colleagues.
- Ability to handle problems and difficult situations calmly and sensitively.
- Excellent recording, report writing and analytical skills using electronic data information systems and data.
- A sound understanding and knowledge of the DFE Knowledge and Skills statement for post-qualifying social work professionals.

**Desirable**

- Previous experience in a supervisory role
- Ability to evidence a commitment to ongoing professional development
- Completion of a post-qualifying Safeguarding Module.
- Practice Educator – Stage 2

**Part B**

The following criteria will be further explored at the interview stage (as well as further exploring the above criteria is met):

- Ability to demonstrate child centred social work practice
- Ability to recognise families as the experts in their own lives
- Commitment to empowering families to be fully involved in decision making and planning for children
- Ability to work effectively with children, families, colleagues and multi-agency partners.
- Ability to provide a balanced response – using your knowledge of relevant legislation, statutory guidance and evidence based practice.
- Experience of supporting colleagues to develop their social work practice, providing appropriate challenge where necessary to support continuous improvement.
- Highly developed engagement and communication skills

- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

**Additional Requirements**

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- Flexible approach to work, location, duties and hours