Person Specification – Supervising Social Worker

	Essential	Desirable	Method of Assessment
Personal Qualities	• Commitment to Equal Opportunities and anti-discriminatory practice. • A flexible approach to undertaking the social work task. • Commitment to high quality services for children and their families. • Commitment to personal growth and development.		Application form Selection Process Pre-employment Checks
Qualifications and CPD	• Recognised social work qualification. (SW degree, DipSW, CQSW or CSS) • Registered with Social Work England (SWE) • Completed the ASYE	• Evidence of ongoing Continuous Professional Development (CPD). .	Application form Selection Process Pre-employment Checks
Experience	• 3 years post qualifying experience.	• Experience in a fostering or looked after team.	Application form Selection Process Pre-employment Checks

	Essential	Desirable	Method of Assessment
Skills/Knowledge	• Able to demonstrate knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors. • Able to summarise, analyse and evaluate complex information. • Excellent recording and report writing skills using electronic data information systems. • Demonstrate knowledge, understanding and application of relevant legislation and statutory guidance. • Effective assessment, planning and reviewing skills, with the ability to prioritise tasks and manage workload. • Experience of working with children, young people, carers and families. • Commitment to working in partnership with children, parents, foster carers, adopters, local people and colleagues. • Able to contribute to, and work within, a supportive team environment. • Able to liaise effectively with other agencies and professionals.	• Recent experience within a fostering setting.	Application form Selection Process Pre-employment Checks