WARRINGTON
Borough Council

PERSON SPECIFICATION

NOTE TO APPLICANTS:

Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview. In addition to interviews a variety of other selection methods may be used such as tests or exercises dependant on the role applied for. You will be advised of any alternative selection methods in the letter inviting you for interview.

JOB TITLE: **Social Worker: Adoption Recruitment**
GRADE: **7/8**
DIRECTORATE: **Families and Wellbeing**
DEPARTMENT: **Targeted Services**

CRITERIA:

Experience

PROVIDE EVIDENCE OF

Direct experience of a broad spectrum of services within the field of social work with children and families which must include Fostering or Adoption though previous experience as a qualified social worker or through training E (A/I)

Experience of statutory children's social work or relevant experience with children/families within a voluntary agency or health trust. E (A/I)

Skills and Abilities

- Thorough and comprehensive assessment skills. E (A/I)
- Able to relate to, and communicate effectively with, children, adoptive parents, foster carers and birth relatives. E (A/I)
- Ability to communicate effectively and to listen sensitively to different perspectives and work alongside professionals from a variety of services. E (A/I)

- Ability to produce timely, well presented written information which is accurate, detailed, prepared to a high standard and is relevant to the audience/recipient (e.g. child, other professional, court etc.) E (A/I)

- Ability to present information orally which is coherent and relevant to the requirements of the audience (e.g. adopters, professionals meeting, adoption panel etc.) E (A/I)

- Ability to use computers and other information technology competently and as an effective resource. E (A/I)

- Ability to use reflective practice to continuously improve own performance. E (A/I)

- Able to interpret and use management information to ensure continuous improvement in professional practice and standards. E (A/I)

- Ability to effectively plan, prioritise and to manage a workload. And to accept responsibility and accountability for own work, understanding the requirements and limits of the role.

- The ability to work effectively as part of a team. E (A/I)

- Ability to supervise students if appropriately trained and qualified to do so. E (A/I)

Education/Qualifications/Knowledge

PROVIDE EVIDENCE OF

- Thorough understanding of risk factors that impact on children and young people's safety and wellbeing. E (A/I)

- Knowledge of children's social care legislation and guidance, particularly in relation to adoption. E (A/I)

- Knowledge of other legislation e.g. education and housing relating to children's services. D (A/I)

- Knowledge of child development. E (A/I)

- Relevant qualification in Social Work e.g. CSS, CQSW, DipSW, SW degree, etc. E (A/I)

Other Requirements

- A commitment to work outside of normal working hours as and when required. E (A/I)

- Able to meet fully the requirement of the post and cover the geographical area required, either by possession of a valid driving licence and access to public or other transport in line with the Disability Discrimination Act. E (A/I)

- Clean full driving licence D (A)

- DBS clearance E

- Registered with HCPC E (A/I)

Commitment to Equal Opportunities

- Demonstrate a commitment to equality and diversity and promoting anti-discriminatory practice E (A/I)

- Must agree to comply with the HCPC Code of Practice E (A/I)

Commitment to Service Delivery/Customer Care

- Ability to communicate with children, young people and adults and establish appropriate relationships E (A/I)

- Commitment to highest standards of service delivery E (A/I)

- Commitment to own professional development E (A/I)

- Able to demonstrate the high standards of integrity, honesty, fairness and equality expected in public services E (A/I)

METHOD OF ASSESSMENT (* M.O.A.)

A = APPLICATION FORM**, C =** CERTIFICATE**, E =** EXERCISE**, I =** INTERVIEW**, P =** PRESENTATION**, T =** TEST**, AC =** ASSESSMENT CENTRE