**PERSON SPECIFICATION - SOCIAL WORKER (FAMILY PLACEMENT) POST REF: SR- 102132**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| **REQUIREMENTS** | **ESSENTIAL CRITERIA**  Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) | **DESIRABLE CRITERIA**  Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) |
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| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | CSS/CQSW/DipSW / Social Work Degree (F) work or any other Social Work qualification that permits registration with the Health Care Professions Council as a Social Worker (F)  Experience of complex assessments (F)  Completion/familiarity with Form F1/PAR, Connected Person’s assessments of prospective foster carers/connected persons and supported lodgings providers (F)  Current Registration with HCPC as a Social Worker (F) | Post Qualifying Award (F)  Experience of Fostering work (F)  Working knowledge of the Fostering Care Standards and policies and procedures related to fostering and supported lodging providers (F). |
| * **Work or other relevant experience** | Sufficient experience as a practising social worker in a Children and Families setting to ensure you have direct knowledge of a wide range of cases (F)  Proven ability to work effectively in partnership with other organisations, e.g. Health, Education and voluntary agencies (I) | Proven training experience (F)  Experience of developing services (I)  Supervision and support of foster carers/connected persons and supported lodgings providers (F) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY:- F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| **REQUIREMENTS** | **ESSENTIAL**  Please indicate in brackets after each criteria how this will be verified,ie (F), (I), (T), (R) | **DESIRABLE**  Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) |
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| * **Skills, abilities, knowledge and competencies** | A working knowledge of the Children Act and other relevant legislation (I)  Ability to implement local policy and procedures relating to Children & Families and Fostering and Supported Lodgings Providers (I)  Demonstrable knowledge of the theory and research that underpin work with Children & Families (I) (T)  Demonstrable skills in assessment, planning and providing services to meet identified needs (I)  To demonstrate the ability to work effectively with groups (I)  Knowledge and understanding of evidence based practice (I)  Experience of completing a wide range f assessments providing placement choice for children and young people either via Fostering/Connected Person’s Arrangements /Staying Put or Supported Lodgings (F), (I) | Knowledge of relevant regulations in respect of fostering and adoption (I)  Ability to use computer based systems (F) (I)  Knowledge of using Solution focused approaches and Effective Interventions (F) (I) |
| * **General competencies** | Proven ability to compile reports and maintain accurate records (I)  Ability to ensure effective lines of communication with colleagues, management and external agencies (I)  Ability to manage self and others in order to deliver a high quality service (I)  Ability to accommodate unsociable hours (I) |  |
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Consultant (having made reasonable adjustments in line with the equality act (2010) where necessary.