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| **Person Specification**  **Social Worker**  **Adoption Services** |  |

# 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 with at least 3-4 years post qualifying experience in child care, either area team based, residential child care or any related area
* Progression achieved through the Post Qualifying Award in Social Work Part 1 or the PQ Child Care Award certificate, or can evidence obtaining the Consolidation route with Panel Progression
* Excellent assessment, planning and organisational skills, with the ability to undertake time-limited assessments
* Good presentation and communication skills, including oral and report writing and recording
* Excellent time management skills
* Knowledge and understanding of the Children Act 1989, recent statutory and policy developments
* Commitment to working in partnership with children, parents, foster carers, adopters, local people and colleagues
* Good IT skills

Desirable

* Child and adolescent development training
* Car driver with access to personal transport

**Part B**

The following criteria will be further explored at the interview stage, in addition to those in Part A:

* Ability to manage a heavy and varying work load, working to tight timescales whilst being detail conscious
* Knowledge of attachment, separation and loss issues for Looked After Children
* Knowledge/experience with regards to current safeguarding policy and procedures
* Ability to liaise effectively with other agencies and professionals
* Team work and supporting colleagues
* Self-reliant, but will seek guidance appropriately
* Ability to review and evaluate service delivery
* Knowledge and understanding of the Council’s Equality Policy, applying this in the workplace and the effect on delivery of services to customers

**Additional Requirements**

* Enhanced DBS Disclosure Certificate
* Suitability to work with client group
* Current HCPC registration
* Flexible approach to work, location, duties and hours