

**Person Specification  
Social Worker  
Adoption and Fostering**



**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 2 years post qualifying experience in field work or other related experience
- Evidence of progression
- 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

**Desirable**

- Recent experience within an adoption and/or fostering setting
- Child and adolescent development training
- Experience of multi-agency working
- Able to contribute to personal continuous service development

**Part B**

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

- Post qualifying experience, including experience in field work and other related experience
- Ability to assimilate, evaluate and prioritise information, including relevant data management skills
- Knowledge of relevant legislation and statutory guidance
- Reliable and self-reliant, but will seek guidance appropriately
- Willingness to undertake further training as required, with a positive approach to self-development
- Organisational skills and the ability to work to tight timescales whilst being detail conscious
- Evidence of good written and verbal 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
- Current HCPC Registration
- Flexible approach to work, location, duties and hours