South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Social Worker

GRADE: Band 6/7 Career Grade

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	• A professional social work qualification such as Social Work Degree, MA in Social Work, Diploma in Social Work (CQSW, CSS) or equivalent • Current Registration with the HCPC • Evidence of post qualification CPD	• Practice Educator or a commitment to undertake the Practice Educator post graduate programme	• Application form • Certificates
Work Experience	• Experience of providing a professional person centred social work service to people with care and support needs. This may include people with a learning disability, autism, older people and people with physical and mental disabilities • Experience of multi-disciplinary working • Demonstrable experience of undertaking complex assessments • Experience of personalisation and delivery though self-directed support • Experience of safeguarding frameworks, processes and procedures as well as managing complex cases • Experience of building relationships with community service providers and working in effective partnership to improve outcomes for individuals	• Experience of inter-agency collaboration practice • Experience of undertaking safeguarding investigations • Experience of applying strengths and or asset based approaches into practice • Experience of working with Elected Members	• Application form • Interview • Presentation • References
Knowledge/ Skills/ Aptitudes	• Good working knowledge, understanding and application of the Care Act • Knowledge and understanding of other relevant legislation for adult social care, for example the Mental Capacity Act, Mental Health Act, Deprivation of Liberty Safeguards • Up-to-date knowledge and understanding of the Continuing Healthcare Framework and the ability to undertake joint health and social care assessments • Up-to-date knowledge and understanding of social care policy developments, best practice and current trends in health and social care	• Knowledge and ability to maximise people's independence in different settings and environments • Working knowledge of and relationship with local community groups	• Interview • References • Selection Exercise

	• Ability to contribute to the Councils aims and objectives within an overall framework that safeguards adults, promoting independence, health and wellbeing • Excellent communication skills with the ability to present complex information both verbally and in writing in a clear, concise manner to a range of audiences • Excellent case recording and report writing skills • Ability to undertake assessments, develop support plans and conduct reviews • Effective decision making skills which may involve considering risks • Effective time management skills and planning skills ensuring deadlines are met • Effective problem solving skills		
Disposition	• Ability to work calmly under pressure • Committed to knowing the community you service and develop links and opportunities within it • Promote the social work profession in a growing range of contexts and ensure you maintain professionalism in the face of more challenging circumstances • Maintain awareness of own professional limitations and knowledge gaps • Take responsibility for obtaining regular, effective supervision to ensure effective practice, reflection and career development • Committed to the principles of equality and diversity • High personal standards of integrity and probity • Flexible approach to work • Highly motivated towards cultural change and working for South Tyneside Council		• Interview • References
Circumstances	• Able to work outside of office hours as required as required by your contract of employment • Full current driving licence or access to a means of mobility support • Enhanced clearance from the Disclosure and Barring Service		• Application form • Interview • DBS Check