# **PERSON SPECIFICATION: ADULT SOCIAL CARE/COMMUNITY LED SUPPORT PRACTICE LEAD POST REFERENCE: 107461**

**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.**

|  |  |  |  |
| --- | --- | --- | --- |
| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | A recognised social work qualification, e.g. CQSW, CSS, Dip SW, BA SW, MA SW (F)  HCPC Registration (F) | Post qualifying qualification or management qualification (F)  Practice Teacher Qualification or equivalent (F) | |
| * **Work or other relevant experience** | Understanding or experience of delivering reflective supervision to social workers, social care officers and the wider workforce (F)  Understanding or experience of mentoring and coaching social workers, social care officers and the wider workforce to support change (F) (I)  Understanding or experience of designing, coordinating and delivering high quality training to social workers, social care and/or community based staff (F)  Recent experience of working in a social care setting (F)  Experience of working with other organisations to promote a person-centred, Community-Led support approach to practice (F) (I)  Experience promoting outcome-based work that focuses on the needs of the adult (F) (I)  Understanding of or experience of devising and developing policies and procedures (F) (I) | Experience of working in a multi-disciplinary setting (F) | |
| * **Skills, abilities, knowledge and competencies** | Have detailed knowledge of current legislation, policies and procedures and recent research and evidence based practice and using this knowledge to enhance social work/social care practice (F) (I)  Excellent organisational skills and ability to coordinate a variety of different projects/events (F)  Ability to provide an enabling approach to facilitating learning and development with staff at all levels (F)  Display an enthusiastic and positive approach to challenging situations and change (I)  Excellent communication skills – both written and oral (F) (I)  Ability to plan and organise own workload and work under pressure and meet deadlines (F)  Ability to work effective as a team member (F) (I)  Ability to work in complex and conflicting situations and develop creative solutions (F) (I)  Use of IT systems, particularly Microsoft Word (F) | tieodeo  Knowledge of Community Led Support as a model to facilitate change (F) | |
| * + **General competencies** | Maintains a professional approach in all circumstances (I)  Committed to continuous improvement and development of self and others (I) |  | |
| **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.