

**Person Specification**  
**Senior Practitioner**  
**(Community Health and Social Care Direct)**



**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 to 4 years post qualifying experience in field work.
- Completion of Post Qualifying modules and In-House progression (or equivalent process from previous employer).
- Commitment to continuing professional development and personal development.
- Excellent file management skills with the experience of managing complex caseloads, to include effective assessment, planning and evaluation skills, assessment and managing risk.
- Experience of fostering the learning and development of others, contributing to their professional development, providing advice, support and mentoring to less experienced colleagues.
- Able to contribute to and work within a supportive team environment.
- Knowledge and understanding of current statutory requirements, including The Care Act and The Mental Capacity Act, best practice and current trends in Adult social care, including adult safeguarding practice.
- Able to assimilate and evaluate complex information.
- Time management skills with the ability to prioritise tasks.
- Commitment to working in a multi-disciplinary, multi-agency way, liaising effectively with other agencies and professionals.
- Experience of working in partnership with service users, carers and service providers.
- Problem solving skills; the ability to handle problems or difficult situations calmly and sensitively.
- Excellent recording, report writing and analytical skills using electronic data information systems and the ability to interpret data.

**Desirable**

- Practice Educator qualification.
- Recent / relevant experience of working in a fast-paced environment.
- Knowledge of resources; health, local authority, voluntary and independent sector.
- Access to personal transport.

**Part B**

The following criteria will be further explored at the interview stage:

- Commitment to continuing professional development, personal development and the development of others.
- Commitment to prevention work, in terms of the Care Act and reducing needs from arising.
- Motivated towards change and continuous improvement.
- High personal standards of integrity and probity.

- Able to liaise effectively with other professionals and work in a multi-disciplinary / multi-agency manner.
- Demonstrate a commitment to improving work relationships with partner agencies.
- Experience of working in partnership with service users, carers and service providers.
- Ability to handle problems and difficult situations calmly and sensitively.
- Organisational and time management skills, ability to work to tight timescales whilst being detail conscious.
- Reliable and self-reliant, but will seek guidance appropriately.
- Leadership skills.
- Ability to communicate clearly and effectively.
- 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.

HCPC registration.

Flexible approach to work, location, duties and hours.