



## South Tyneside Council

### CHILDREN, ADULTS AND HEALTH

#### PERSON SPECIFICATION

**POST TITLE:** Principal Social Worker - Children and Families Social Care

**GRADE:** SM2

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>• Qualified Social Work</li> <li>• Registered with the HCPC</li> <li>• Evidence of continued professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Recognised management qualification</li> <li>• Practice Education Award or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• Significant experience of frontline statutory social work</li> <li>• Experience of managing others in a social work environment</li> <li>• Experience of undertaking duties associated with the quality assurance of practice</li> <li>• Experience of leading and delivering change and service improvement</li> <li>• Experience of workforce planning and the delivery of training</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing budgets</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• Partnership Panel with Young People input</li> <li>• Presentation/ Written Assessment - to be confirmed</li> <li>• References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>• Robust knowledge of best practice in a social work context and social theories</li> <li>• Ability to guide, mentor and coach others</li> <li>• Robust knowledge of current issues relating to social work legislation</li> <li>• Up to date knowledge of social work standards and reform</li> <li>• Excellent assessment, analysis and reporting skills</li> <li>• Ability to relate everyday practice issues to the wider strategic context</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Partnership Panel with Young People input</li> <li>• Presentation/ Written Assessment - to be confirmed</li> <li>• References</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to apply theory to practice and shape the practice of others</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Ability to lead and role model best practice, professional practice and a child centred value base</li> <li>• Excellent negotiation and communication skills</li> <li>• Ability to think and act strategically</li> <li>• Ability to influence a wide range of people</li> <li>• Creative thinker</li> <li>• Anti-discriminatory practice</li> <li>• Flexible approach to work</li> <li>• Committed to the principles of equality and diversity</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• DBS check</li> </ul>