



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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Practice Educator or a commitment to undertake the Practice Educator post graduate programme	<ul style="list-style-type: none">• Application form• Certificates
Work Experience	<ul style="list-style-type: none">• 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 through 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Application form• Interview• Selection Exercise• References
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Knowledge and ability to maximise people's independence in different settings and environments• Working knowledge of and relationship with local community groups	<ul style="list-style-type: none">• Interview• References• Selection Exercise

	<ul style="list-style-type: none"> • Ability to contribute to the Council's 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	<ul style="list-style-type: none"> • Ability to work calmly under pressure • Committed to knowing the community you serve 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 		<ul style="list-style-type: none"> • Interview • References
Circumstances	<ul style="list-style-type: none"> • 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 		<ul style="list-style-type: none"> • Application form • Interview • DBS Check