



## South Tyneside Council

### CHILDREN, ADULTS AND HEALTH

#### PERSON SPECIFICATION

**POST TITLE:** Advanced Practitioner

**GRADE:** Band 8

|                               | ESSENTIAL   | DESIRABLE  | METHOD OF ASSESSMENT  |
|-------------------------------|---|--|---|
| <b>Educational Attainment</b> | <ul style="list-style-type: none"> <li>• A professional social work qualification such as Social Work Degree, MA in Social Work, Diploma in Social Work (CQSW, CSS) or equivalent (Occupational Therapist / Nursing if appropriate for role specialism)</li> <li>• Current Registration with HCPC</li> <li>• Practice Educator or commitment to undertake the Practice Educator Post Qualification Programme within 12 months following appointment</li> <li>• Evidence of post qualification CPD, such as but not limited to Best Interest Assessor, Approved Mental Health Practitioner; Safeguarding Module, Research Module</li> </ul>  | <ul style="list-style-type: none"> <li>• Appropriate management, professional or post graduate qualification</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>• Experience of working with mental health agencies</li> <li>• Significant post qualification experience, preferably with people with long-term, complex problems</li> <li>• Experience of providing a professional person centred social work service to people with care and support needs.</li> <li>• Substantial experience of managing complex cases that is underpinned by evidence based practice</li> <li>• Experience of supervising or mentoring staff to deliver quality services, this could include acting up or practice teaching etc.</li> <li>• Experience of safeguarding frameworks, processes and procedures as well as undertaking safeguarding investigations</li> <li>• Experience of inter-agency collaboration practice and multi-disciplinary working</li> <li>• Experience and commitment to personalisation and delivery through self-directed support</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of applying strengths and or asset based approaches into practice</li> <li>• Experience of providing effective leadership, development, and motivation of staff to deliver quality services</li> <li>• Experience of effectively managing performance</li> <li>• Experience of working with Elected Members</li> </ul> | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Presentation</li> <li>• References</li> </ul> |

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| <b>Knowledge/<br/>Skills/<br/>Aptitudes</b> | <ul style="list-style-type: none"> <li>• Ability to contribute to the Council's aims and objectives within an overall framework that safeguards adults, promoting independence, health and wellbeing</li> <li>• Good working knowledge, understanding and application of the Care Act</li> <li>• Knowledge and understanding of other relevant legislation for adult social care, for example the Mental Capacity Act, Mental Health Act, Deprivation of Liberty Safeguards</li> <li>• Up-to-date knowledge and understanding of Continuing Health Care Frameworks and the ability to undertake joint health and social care assessments</li> <li>• Up-to-date knowledge and understanding of social care policy developments, best practice and current trends in health and social care</li> <li>• Ability to establish credibility and influence and form positive relationships with staff, partners and colleagues promoting employee engagement and gain commitment to ASC improvement</li> <li>• 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</li> <li>• Excellent case recording and report writing skills</li> <li>• Ability to undertake assessments, develop support plans and conduct reviews</li> <li>• Effective decision making skills which may involve considering risks</li> <li>• Effective time management skills and planning skills ensuring deadlines are met</li> <li>• Effective problem solving skills</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge and ability to maximise people's independence in different settings and environments</li> <li>• Working knowledge of and relationship with local community groups</li> </ul> | <ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Selection Exercise</li> </ul> |
| <b>Disposition</b>                          | <ul style="list-style-type: none"> <li>• Ability to work calmly under pressure</li> <li>• Committed to knowing the community you service and develop links and opportunities within it</li> <li>• Promote the social work profession in a growing range of contexts and ensure you maintain professionalism in the face of more challenging circumstances</li> <li>• Maintain awareness of own professional limitations and knowledge gaps</li> <li>• Take responsibility for obtaining regular, effective supervision to ensure effective practice, reflection and career development</li> <li>• Committed to the principles of equality and diversity</li> <li>• High personal standards of integrity and probity</li> <li>• Flexible approach to work</li> <li>• Highly motivated towards cultural change and working for South Tyneside Council</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>• Able to work outside of office hours as required by your contract of employment</li> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>  |   | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• DBS Check</li> </ul>    |