

**PERSON SPECIFICATION FOR THE POST OF
SOCIAL WORKER (FOSTERING)**

REQUIREMENT	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Qualifications	<ul style="list-style-type: none"> ◆ A recognised Social Work Qualification ◆ Registration with the Health & Care Professions Council (HCPC) 		CV and Application Documentation
Skills	<ul style="list-style-type: none"> ◆ Ability to undertake assessments. ◆ Excellent interpersonal and listening skills. ◆ Competent IT skills ◆ Ability to communicate clearly in writing and verbally. ◆ Ability to work as part of a team and on own initiative. 		CV/ Application and interview
Knowledge	<ul style="list-style-type: none"> ◆ Knowledge of Child Care legislation including Safeguarding procedures. ◆ Working knowledge of Ofsted, National Minimum Standards for Fostering services and Fostering Services Regulations. ◆ Experience of working with foster carers and the children who they care for. 	<ul style="list-style-type: none"> ◆ Knowledge of attachment issues and associated behaviours 	CV / Application and interview

	<ul style="list-style-type: none"> ◆ Knowledge of how fostering panels operate and how to prepare foster carers for attending panels. 		
Experience	<ul style="list-style-type: none"> ◆ A minimum of two years qualified social work practice including direct fieldwork experience of fostering. ◆ Experience of analytical and critical report writing. 	<ul style="list-style-type: none"> ◆ Experience of training carers 	CV / Application and interview

Special Conditions	<ul style="list-style-type: none"> ◆ Flexible approach to work by responding to the needs of the services including, at times, requirements to work beyond normal working hours ◆ Must hold a full UK Driving Licence and have the use of a car for work purposes 	<ul style="list-style-type: none"> ◆ Evidence of own continuous personal and professional development 	CV/ Application and interview
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Note for Applicants: Please try to show in your Application/ Cover Letter and CV how you meet these requirements as this will be used for shortlisting purposes.