

## Person Specification

### Consultant Social Worker



#### 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 or other related experience
- Demonstrable knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors
- Knowledge of current childcare legislation, statutory guidance, local procedures and the ability to apply this knowledge
- Able to summarise, analyse and evaluate complex information
- Experience of complex social work with families
- Able to create a rapport and build effective relationships with children, young people, parents, carers and wider family and community networks
- Demonstrable high level of consultative interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner
- Knowledge and understanding of a range of social work interventions and methodologies, and a commitment to use of systemic approaches and social learning theory interventions
- Able to write concise analytical reports and to communicate effectively to children, families and all levels professionally
- Able to lead a social work team, taking an overview of work, allocating responsibilities to staff, ensuring effective throughput of work and forward planning
- Able to establish and maintain effective working relationships across the Council and with external partners

##### Desirable

- Able to use information management systems to produce good quality data in a variety of formats
- Track record of achieving service improvement and/or development
- Good financial management skills
- Previous experience of staff supervision
- Able to attend various sites across Newcastle

#### Part B

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

- Committed to high quality, accessible services and to value for money.
- High personal standards of integrity and probity.
- Motivated towards change and continuous improvement.
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

**Additional Requirements**

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- Current HCPC registration
- Flexible approach to work, location, duties and hours