

**Person Specification  
Senior Practitioner  
Adoption and Fostering**



**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
- Completion of Consolidation Module (PQ1) and/or a minimum of 3 years post qualifying experience in a children and families setting
- Experience of working with Looked After Children, ideally in a fostering or adoption setting
- Able to demonstrate effective assessment, planning and evaluation skills
- Excellent file management skills with the ability to produce quality documentation for a range of individuals or agencies
- Time management skills with the ability to prioritise tasks
- Sound knowledge of child care practice, safeguarding and the range of services provided by Children's Social Care Services, including fostering regulations
- Able to facilitate change
- Commitment to assisting and supporting the development of colleagues
- Able to handle problems and difficult situations calmly and sensitively
- Able to support/mentor new and less experienced staff
- Able to demonstrate effective assessment, planning and evaluation skills including risk-assessment skills
- Excellent recording, report writing and analytical skills using electronic data information systems and able to interpret data

**Desirable**

- Relevant recent training
- Previous experience in a supervisory role
- Experience of court work

**Part B**

The following criteria will be further explored at the interview stage (as well as further exploring the above criteria is met):

- Ability to handle problems and difficult situations calmly and sensitively
- Commitment to open and transparent methods of working with service users
- Commitment 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
- Leadership skills

**Additional Requirements**

- Enhanced DBS Disclosure Certificate

- Suitability to work with client group
- Current HCPC Registration
- Flexible approach to work, location, duties and hours