

Person Specification Independent Reviewing Officer



Part A 5789 The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- A minimum of 3 years post qualified with managerial/supervisory experience such as Team Manager/practice teaching
- Able to apply good understanding of legislation and local safeguarding procedures for child protection and children in care
- Sound understanding of thresholds and standards for intervening in family life
- Able to chair meetings and review plans with professionalism and sensitivity in a multi-agency setting whilst being able to deal with, and diffuse any potential disruptive behaviour and difficult situations
- Excellent written, oral and communication skills
- Able to lead on specific areas of work and deliver to an agreed business plan
- Able to communicate effectively both within and between organisations
- Able to chair multi-disciplinary meetings and maximise involvement of service users in the planning and review process
- Able to make decisions using sound professional judgement
- Professional Social Work Qualification, for example, CQSW, CSS, DipSW or Degree in Social Work
- Post qualifying training in child protection
- Experience of Child Protection and work with children in care in a fieldwork or residential setting
- Suitability to work with client group

Desirable

- Post qualifying award in child protection, PQ, MA etc.
- Qualification in management studies
- Experience of chairing Child Protection Conferences, Children in Care Reviews and other complex meetings
- Experience of the development of performance indicators related to quality standards

Part B

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

- Experience of working with children, young people and carers
- Thorough understanding of the role of professionals in other agencies
- Track record of achieving significant service improvements
- Team player with positive approach to change and service development
- Committed to high quality accessible service provision
- Able to take a collaborative approach, promoting partnership working and involvement of service users
- High personal standards of integrity and probity

- Highly motivated towards cultural change and working for Newcastle Children's Services
- Ability to maintain a calm and confident manner while working to strict deadlines and a varying workload
- Ability to understand and work towards resolution of conflict
- Ability to communicate clearly and positively with children, young people and families
- Reliable and self-reliant, but will seek guidance appropriately
- Willingness to undertake further training as required, with a positive approach to self-development
- Organisational and time management skills
- Ability to work to tight timescales whilst being detail conscious
- Ability to work on own initiative or with a high degree of autonomy
- Knowledge and understanding of the Council's Equality Policy, applying this in the workplace and the effect on delivery of services to customers

Additional Requirements

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- Current Social Work England Registration
- Flexible approach to work, location, duties and hours