

**Person Specification
Senior Practitioner
Adoption and Fostering
Build a Future**



Part A

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

Essential

1. Recognised Social Work Qualification, e.g. CQSW, CSS, DipSW, Degree in Social Work, or equivalent, with at least 3 years post qualifying experience in field work or other related experience including working with difficult to engage young people
2. Evidence that applicant is classed as a progressed worker in their current or previous role
3. Understanding of recent statutory and policy development as they relate to Fostering and Care Planning, Placement and Case Review
4. Experience of working with Looked After Children, ideally in a fostering or adoption setting
5. Sound knowledge of childcare practice, safeguarding and the range of services provided by Children's Social Care Services
6. Able to address problems creatively and manage difficult situations calmly and sensitively
7. Able to provide consultancy, support, and mentoring to colleagues
8. Excellent report writing skills which demonstrate effective assessment, planning, analytical and evaluation abilities, including risk-assessment skills
9. Excellent recording and organisational skills, including time management skills and the ability to use electronic data information systems effectively
10. Able to participate in the Build a Future Out of Hours 24/7 service on a rota basis
11. Able to draw on a range of therapeutic models endorsed by the service to support placements
12. Able to deliver relevant training to Foster carers as required

Desirable

- Relevant recent training
- Previous experience in a supervisory role
- Evidence of delivery and usage of therapeutic models of support

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
- Social Work England Registration

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