

### CHILDREN’S SERVICES

**PERSON SPECIFICATION**

**POST TITLE:** Senior Fostering Officer

**GRADE:** Band 8

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|  | **ESSENTIAL** | **DESIRABLE** | METHOD OF ASSESSMENT |
| **Educational Attainment** | * DipSW, CQSW, CSS or equivalent
* Degree in Social Work
* SW England Registered
 | * Evidence of further training and development in relation to Fostering and the needs of looked after children
 | * Application Form
* Certificates
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| **Work Experience** | * Relevant post qualification experience of Fostering
* Experience of working with foster carers
* Experience of attending Fostering Panel
 | * Experience of working with parents, carers, children and other professionals
* Experience of Project Management
* Experience of Mockingbird Model of Fostering
 | * Application Form
* Interview
* Case study
* References
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| **Knowledge/****Skills/****Aptitudes** | * Understanding of child development
* Understanding of the needs of looked after children
* Working knowledge of substitute family care
* Insight into the needs of all those involved in the process of substitute family care
* Knowledge of assessment process
* Knowledge of Mockingbird Model of Fostering
* Good assessment and report writing skills
* Good verbal and written communication skills
* Working knowledge of the legal framework surrounding substitute family care.
* Understanding of data analysis and how this contributes to service improvement
 | * Evidence of supervisory skills
* Knowledge of the role of the Fostering Panel
* Quality assurance/ audit experience
 | * Application Form
* Interview
* References
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| **Disposition** | * Able to work as part of a team and on own initiative
* Able to work to deadlines
* Flexible approach to work
* Committed to the principles of equality and diversity
 | * Demonstrates commitment to ongoing professional development
 | * Application Form
* Interview
* References
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| Circumstances | * Full current driving licence, or access to a means of mobility support
* Enhanced clearance from the Disclosure and Barring Service
 |  | * Application Form
* DBS check
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