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### 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 |
| **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 |
| **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 |
| **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 |
| 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 |