

**Person Specification  
Unprogressed Social Worker  
Children's Social Care**



**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
- A commitment to work to the Assessed and Supported Year of Employment – ASYE (for newly qualified Social Workers)
- Able to demonstrate knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors
- Able to summarise, analyse and evaluate complex information
- Excellent recording and report writing skills using electronic data information systems
- Demonstrate recent knowledge, understanding and application of relevant legislation and statutory guidance including the Children Acts of 1989 and 2004
- Demonstrate effective assessment, planning and reviewing skills,
- Able to prioritise tasks and manage workload
- Experience of working with children, young people, carers and families to improve outcomes
- Ability to work creatively with families in line with the Family Valued approach.
- Able to contribute to, and work within, a supportive team environment
- Able to liaise effectively with other agencies and professionals
- Knowledge and experience of, or a willingness to access training in relation to restorative practice and relational social work.
- A sound understanding and knowledge of the DFE Knowledge and Skills statement for post-qualifying social work professionals

**Desirable**

- Experience of multi-agency working
- Ability to evidence a commitment to ongoing professional development.

**Part B**

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

- A child centred approach to social work and experience in field work and other related experience
- Ability to recognise families as the experts in their own lives
- Commitment to empowering families to be fully involved in decision making and planning for children
- Ability to assimilate, evaluate and prioritise information, including relevant data management skills
- Ability to work effectively with children, families, colleagues and multi-agency partners.
- Ability to provide a balanced response – using your knowledge of relevant legislation, statutory guidance and evidence based practice.
- Organisational skills and the ability to work to tight timescales whilst being detail

conscious

- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

**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