

Person Specification

Social Worker

Older Persons Community Mental Health Team

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, with at least 3-4 years post qualifying experience in field work or other related experience.
- Able to demonstrate effective assessment, planning and evaluation skills.
- Knowledge and understanding of the Care Act 2014 and Social Care Legislation with current knowledge of s42 Safeguarding Adults enquiries, policies and procedures.
- Understanding and experience of the Mental Health Act 1983/2007 and the Mental Capacity Act 2005.
- Understanding of DoLs legislation and Court of Protection procedures.
- Experience of working with people who are living with dementia and other enduring mental health issues.
- Experience of working in partnership with individuals, families and professionals to achieve positive outcomes for individuals and families.
- Experience of working and liaising with a multi-disciplinary team and other agencies.
- Experience in developing community support packages and working with service providers to maintain a person-centred focus.
- Commitment to promoting the rights of older people.
- Able to review and evaluate service delivery.
- Excellent recording and report writing skills using electronic data information systems.

Desirable:

- Relevant recent training.
- Knowledge of dementias and the effects on service users and carers.
- Experience of working with older people with mental health issues.
- Experience of working with older people, carers and service providers.
- Experience of supporting and assessing carers needs.
- Experience of commissioning services with the knowledge of Authority contracting procedures.
- Knowledge of resources – health, Local Authority, voluntary and independent sector with an understanding of services within the wider organisational system.
- Access to personal transport.

Part B

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

- Post qualifying experience, including experience in field work and other related experience
- Ability to assimilate, evaluate and prioritise information, including relevant data management skills
- Knowledge and understanding of the Care Act and Social Care legislation
- Experience in developing community care packages / Self Directed Support
- Effective collaborative working within a multi-disciplinary team
- Commitment to promoting the rights of older people
- Reliable and self-reliant, but will seek guidance appropriately
- Willingness to undertake further training as required, with a positive approach to self-development
- Organisational skills and the ability to work to tight timescales whilst being detail conscious
- Evidence of good written and verbal communication skills
- 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 SWE registration
- Flexible approach to work, location, duties and hours

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