



Person Specification			
Post title	Advanced Social Worker	Grade / Salary	Pay Band M / SCP 34-35 / £40,478 - £41,496 per annum

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a Social Worker in the field of child care.	A/I
S2	Be able to express an appreciation and understanding of current child care legislation and its application to working practices.	A/I
S3	Be able to apply 1 and 2 into effective working practice.	A/I
S4	Ability to see / use advice and supervision appropriately.	I
S5	Ability to supervise others.	A/I/E
S6	To have an understanding of the role of other agencies.	A/I
S7	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other.	A/I
S8	Have the ability to manage time / self efficiently and effectively.	A/I
S9	Ability to write concise reports and maintain appropriate social work records.	A/I/E
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I

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Communication		
C1	Demonstrate an ability to communicate in an open and honest manner.	I
C2	Demonstrate a commitment to improving services.	I
C3	Demonstrate a commitment to continuous learning and development.	I
C4	Demonstrate a commitment to working as part of a team in a flexible and responsible manner.	I
C5	Demonstrate an ability to communicate in an open and honest manner.	I
Qualifications		
Q1	CQSW / Dip SW / CSS.	C
Q2	Registration with Social Work England	C
Q3	Practice Educators Award.	C

A = Application form **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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