



Person Specification			
<b>Post title</b>	Senior Solicitor [ Children's Social Care and Adults Social Care]	<b>Grade / Salary</b>	PMG1 / £51,714 - £56,763 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
<b>Skills, knowledge, experience</b>		
S1	Substantial experience of providing high level sound, proactive and constructive legal advice and support with the minimum of supervision to Members and any internal or external clients of Legal Services primarily relating to the Children's Social Care and Adult's Social Care functions of the Council (both contentious and non-contentious), as well as a thorough working knowledge of associated primary and secondary legislation (in particular but not limited to the Children's Acts and such other work areas as may be dealt with by the Legal Services' People and Litigation team.	A, I, P
S2	Experience of advocacy work in Courts and/or public inquiries.	A, I
S3	Experience of supervising the work of junior members of staff in the carrying out of a Children's Social Care and Adult's Social Care functions caseload	A, I
S4	Previous local government experience of advising on Children's Social Care and Adult's Social Care functions matters would be an advantage	A, I
<b>Personal attributes and circumstances</b>		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I
P2	A demonstrable willingness to share information and work with other people.	A, I

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P3	To be capable of producing innovative and practical solutions to complex legal challenges.	
P4	A high level of interpersonal skills	A, I
P5	To be able to demonstrate an ability and commitment to working as part of a team in a flexible and responsive manner	A, I
P6	To be able to perform to consistently high standards, whether working individually or as a member of a team.	A, I
P7	To be able to deliver accuracy and competency at all times.	A, I
P8	To have a high degree of flexibility, with the ability to prioritise a complex and diverse workload often to tight deadlines.	A, I
P9	To be aware of equality issues and have the ability to work in a non-discriminatory way.	A, I
P10	To demonstrate a commitment to performance management and improving our services.	A, I
P11	To demonstrate a commitment to continuous learning and development.	A, I
P12	Ability to operate a legal case management system and have good IT skills	A, I
P13	An enthusiasm for promoting high aspirations for our children and young people; we want them to feel listened to, happy, healthy, and given every opportunity to achieve.	A, I
<b>Communication</b>		
C1	Excellent communication skills.	I, P
C2	The ability to be articulate and accurate in relation to complex legal issues.	A, I, P
<b>Qualifications</b>		
Q1	Successful completion of the Legal Practice Course (LPC)	C
Q2	A qualified Solicitor or Barrister with a current Practising Certificate	C

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

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Date	Approved by authorised manager	Designation
14.11.23	Mike Dearing	Head of Legal Services

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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