



Person Specification			
Post title	Practice Improvement Officer	Grade / Salary	Pay Band M / SCP 34-35 £42,403 - £43,421 pro rata 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 an understanding of general social work principles and Knowledge and the role and function of a social worker in the field of childcare	CV/SS I / P
S2	Ability to provide a professional, responsive, and collaborative approach to practice improvement, working to ensure the very best outcomes for children, young people, and their families	CV/SS I / P
S3	Possess in depth relevant specialist, professional knowledge including awareness of the Social Work Professional Capability Framework (PCF) and Post Qualifying Standards (PQS) for child and family social workers	CV/SS I / P
S4	Contribute to the development and implantation of continuous professional development linking with induction, supervision, and appraisal processes	CV/SS I / P
S5	Ability to effectively connect with other agencies and service users, understand their individual roles and work in collaboration with each other	CV/SS / I
S6	Experience of writing evaluative reports and presenting feedback/outcomes in a variety of settings	CV/SS I / P
S7	The ability to manage time/self efficiently and effectively	CV/SS / I

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Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Analytical Skills - maintain and provide expertise in specialist assessment and intervention and support others to develop these skills	CV/SS / I
P3	Demonstrate an ability to communicate in an open and honest manner	I
P4	Demonstrate a commitment to continuous learning and development	CV/SS / I
Communication		
C1	To use non-discriminatory and anti-oppressive language	CV/SS / I
C2	Promote positive working relationships in and across teams and with partners in statutory, voluntary and third sector organisations, using strategies for collaboration and negotiation	CV/SS / I
C3	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view.	CV/SS / I
Qualifications		
Q1	CQSW/DipSW/CSS	CV/SS / I / C
Q2	Registered with Social Work England	CV/SS / C

CV/SS = Curriculum Vitae/Supporting Statement **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.

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- **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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