



Person Specification			
Post title	Adoption Social Worker	Grade	Grade L / SCP 32-33 / £41,511- £42,708

* * * 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	A knowledge of Social Work principles, standards and the functions of an Adoption Social worker	CV/SS, I
S2	The ability to apply practice into effective working practice in the area of adoption within a framework of appropriate legislation, standards and regulation	CV/SS, I
S3	Ability to write concise reports and appropriate social work records within timescales	CV/SS, I
S4	To be able to express an understanding of the complexities and challenges of key issues for children living within adoptive families	CV/SS, I
S5	To be able to work with other partner agencies working with adoptive families	CV/SS, I
S6	Commitment to anti discriminatory practice and valuing diversity	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	To be able to communicate effectively with adoptive families to identify need.	CV/SS, I
C2	To be able to communicate effectively with partner agencies in supporting adoptive families	CV/SS, I
Qualifications		
Q1	Recognised Qualification in Social Work (SWE)	CV/SS, C

June 2024





Q2	Registration with SWE	CV/ SS, C
Q3	To express a willingness to undertake future training courses to further own development as deemed necessary and appropriate.	

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.**
- **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.

June 2024

