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| **Person Specification** |
| **Post title** | Adoption Social Worker |

\* \* \* 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.

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| **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 |
| 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

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| **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**
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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.