



Person Specification			
Post title	Fostering Independent Reviewing Officer (FIRO)	Grade	Q

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 thorough understanding of the legal framework relating to Fostering Regulations 2011, in particular Reg 28 & National Minimum Standards 2011.	CV/SS, I
S2	Knowledge of research and good practice issues in respect of Fostering families and Looked After Children.	CV/SS, I
S3	A commitment, knowledge and understanding of equal opportunities policy, anti-discriminatory practices, diversity issues and user participation.	CV/SS, I
S4	Knowledge of the evidence about what makes for good quality practice in foster families to safeguard children and promote their welfare.	CV/SS, I
S5	Knowledge of Foster carer job description as set out in Fostering Guidance and of the Council’s competence assessment model.	CV/SS, I
S6	Experience of working with foster carers	CV/SS, I
S7	Experience of managing others (which can include foster carers) and strong leadership qualities	CV/SS, I
S8	Evidence of support and challenge to promote good standards of children’s care. Works collaboratively with colleagues and other agencies to achieve this aim. Demonstrate effective risk management skill and decision making. Demonstrate ability to robustly challenge when foster carers or services do not meet the required standard of care children.	CV/SS, I

May 2025





S9	Significant post-qualification experience and experience of evidencing the impact of work with children and families	CV/SS, I
S10	Sets clear direction, objectives and responsibilities, assumes accountability and inspires others by acting with integrity and role modelling BEST values. Drives service improvement and actively tackles poor performance. Plays an active part in building and motivating teams, creating a positive environment which encourages open discussion and innovation, supports performance, builds capability and empowers staff	CV/SS, I
S11	Successfully builds and maintains effective relationships with senior colleagues, external agencies, foster carers, children and their families - demonstrating effective interpersonal skills in dealing with people at all levels and from a wide range of backgrounds	CV/SS, I
S12	Ability to plan and manage work to optimise resources available, ensuring timelines and budgets are met. Ensures robust procedures and practice are in place to meet statutory obligations and performance objectives and that these are regularly reviewed to have a demonstrable commitment to quality assurance and maintaining accurate, up to date and accessible records. Experience of evidencing the impact of work with children and families	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	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
C2	Willingness to participate in supervision sessions and in the Performance, Review and development process.	CV/SS, I
Qualifications		
Q1	Educated to GCSE level or equivalent.	CV/SS, C
Q2	A commitment to ongoing professional development.	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview

May 2025





Knowsley Council

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.

May 2025

