



Person Specification			
Post title	Shield Team Manager	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	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a Social Worker in the field of childcare.	CV/SS, I
S2	Be able to express an appreciation and understanding of current childcare legislation, up to date research and its application to working practices.	CV/SS, I
S3	Be able to apply 1 and 2 into effective working practice. Ability to oversee child protection enquiries, investigations and care planning and ensure best practice. Ability to understand and work within legal requirements, including statute and regulations, whilst present information within court, and support other staff to do so, as and when required.	CV/SS, I
S4	Ability to see / use advice and supervision appropriately. To chair meetings effectively and ensure productive outcomes / activities.	I
S5	Must have a minimum 2 years’ experience in multi-agency setting and have contributed to effective partnership working. Must have a minimum of 4 years post qualifying experience working with vulnerable children and families and have an in-depth knowledge of safeguarding in relation to child exploitation and disruption of perpetrators.	CV/SS, I
S6	Substantial and proven post-qualification experience and practice within an area of child and family services. Proven experience of managing and developing the delivery of quality services to children and their families within an environment of competing priorities and finite resources.	CV/SS, I

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S7	Comprehensive and up to date knowledge and understanding of statutory frameworks and local and national policy and guidance in relation to working with children with complex needs including those relevant to safeguarding children experiencing child exploitation.	CV/SS, I
S8	Evidence of experience of managing staff and resources including staff supervision. Able to provide clear leadership and direction and motivate others. To develop and maintain a culture of therapeutic working adhering to the models used within Shield.	CV/SS, I, T
S9	To have an understanding of the role of other agencies and work together in an effective manner, using your own initiative. Ability to develop good working relationships with the police to influence joint working practices within the team. Extensive experience of performance monitoring and management. High degree of personal and professional integrity and credibility that sustains confidence and trust of members, staff at all levels and external partners that foster a positive reputation for the council. Ability to work co-operatively with colleagues and work on own initiative	CV/SS, I
S12	Ability to effectively collate, analyse and present statistical and non-statistical information to a range of audiences. Ability to analyse information accurately and make judgements under pressure. Ability to deal with complaints in an effective manner.	CV/SS, I
S13	Have the ability to manage time / self efficiently and effectively. Ability to write concise reports and maintain appropriate social work records.	CV/SS, I
S14	Skills in budgetary management, business planning and the application of quality assurance processes. Skills in managing change and applying a systematic approach to prioritisation of tasks and problem solving.	CV/SS, I, T
S15	Ability to be able to understand and use performance management information to support the work of the team. Ability to effectively apply quality assurance processes and maintain the effectiveness of these. Substantial experience of the use of quality assurance tools and processes	CV/SS, I, T
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	CV/SS, I, T
P2	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and	CV/SS, I, T

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	display strong moral principles	
P3	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	CV/SS, I, T
P4	A demonstrable willingness to share information and work with other people.	CV/SS, I, T
P5	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	CV/SS, I, T
P6	Demonstrate a commitment to improving services.	I
P7	Demonstrate a commitment to continuous learning and development.	I
P8	Demonstrate a commitment to working as part of a team in a flexible and responsible manner.	I
P9	Ability to facilitate training / ability to facilitate reflective sessions.	CV/SS, I, T
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	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other, in both written and verbal communication.	CV/SS, I
C3	Demonstrate an ability to communicate in an open and honest manner.	I
Qualifications		
Q1	CQSW / Dip SW / CSS/Degree in SW.	CV/SS, C
Q2	To hold a satisfactory Enhanced DBS.	C
Q3	Registration with Social Work England	C
Q4	Management training or qualification or the ability to undertake this level of study.	C
Q5	Practice Educators Award.	C

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

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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