



Person Specification			
Post title	Shield Experienced Social Worker	Grade	Experienced - Pay Band L / £42,839 - £44,075 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 understanding of general social work principles and knowledge, the role and function of a social worker in the field of a specialist service targeted to exploitation and missing and other forms of specialist harm such as harmful sexual and neglect.	CV/SS, I, E
S2	Be able to express an appreciation and understanding of current childcare legislation including child exploitation and missing legislation and guidance and its application to working practices	CV/SS, I, E
S3	Be able to apply 1 and 2 into effective working practice	CV/SS, I, E
S4	Demonstrate ability and extensive experience of adapting practice to tailor interventions to respond to neuro diverse needs of adults and children and work with parents and children that feel they cannot engage with agencies due to fear of harm outside the home. The role also includes working with families with other harms affecting children i.e. harmful sexual, domestic abuse, neglect.	CV/SS, I, E
S5	Ability and demonstrate experience on completing good quality assessments, plans and interventions that are based upon the latest research guidance on Child Exploitation or other forms of harm adolescents may experience. Prepare/formulate plans and deliver interventions to children and parents to ensure they are responding to their child's safeguarding and welfare needs and take account of their views, diversity needs and to address exploitation and missing concerns.	CV/SS, I, E

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S6	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other. Experience of joint working with the police to ensure they are adhering to the wider plan including disruption of child exploitation perpetrators and support court processes.	CV/SS, I, E
S7	Ability to manage time/self efficiently and effectively	CV/SS, I
S8	To maintain and quality assure case records to a high standard and to write reports on individual young people, or particular pieces of work, as required, including in certain specified instances reports for the court, child protection conferences etc. Ensure that all Shield information systems are maintained and updated as policy and procedure dictates. To support the Team Manager or Assistant Team Manager to monitor performance and standards.	CV/SS, I
S9	Demonstrate experience of working in a therapeutic manner with children and parents using various trauma informed models. To have extensive knowledge of trauma informed practices and experience of supporting and influencing the wider multi-agency partnership to reduce the risk of harm. To complete consultations across the council for families experiencing risk of harm outside the home.	CV/SS, I, E
S10	Demonstrate an understanding of child development factors that lead young people to be vulnerable to exploitation or other forms of harm.	CV/SS, I, E
S11	Demonstrate an understanding of what parents face when dealing with risk of harm outside the home and have experience of working with parents who have their own unmet needs and who are presenting as withdrawn from agencies and trying to then respond to their child's complex vulnerability needs.	CV/SS, I, E
S12	Ability to see/use advice and supervision appropriately. To assist in reflective supervision of other staff members within Shield (non-social work).	CV/SS, I, E
Personal attributes and circumstances		

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P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Demonstrate an ability to communicate in an open and honest manner	I
P3	Demonstrate a commitment to improving services	I
P4	Demonstrate a commitment to continuous learning and development	I, CV/SS
P5	The ability to work evenings and weekends	I
P6	The ability to drive or equivalent mobility	I
P7	Demonstrate a commitment to working as part of a team in a flexible and responsible manner	I, CV/SS
Communication		
C1	Will need to demonstrate patience, flexibility, integrity, resilience, enthusiasm, sensitivity	I, E
C2	Verbal communication skills appropriate to a variety of settings, e.g. with colleagues at all levels, young people and their families and staff of other departments and agencies	CV/SS, I
Qualifications		
Q1	CQSW/DipSW/CSS	CV/SS, C
Q2	Registration 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.**
- **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.

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