



Person Specification

Post title	Advanced Social Worker	Grade	M
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* * * 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 child care.	CV/SS / I
S2	Be able to express an appreciation and understanding of current child care legislation and its application to working practices.	CV/SS / I
S3	Be able to apply 1 and 2 into effective working practice.	CV/SS / I
S4	Ability to see / use advice and supervision appropriately.	I
S5	Ability to supervise others.	CV/SS /I/E
S6	To have an understanding of the role of other agencies.	CV/SS / I
S7	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other.	CV/SS / I
S8	Have the ability to manage time / self efficiently and effectively.	CV/SS / I
S9	Ability to write concise reports and maintain appropriate social work records.	CV/SS /I/E
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	Demonstrate an ability to communicate in an open and honest manner.	I

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C2	Demonstrate a commitment to improving services.	I
C3	Demonstrate a commitment to continuous learning and development.	I
C4	Demonstrate a commitment to working as part of a team in a flexible and responsible manner.	I
C5	Demonstrate an ability to communicate in an open and honest manner.	I
Qualifications		
Q1	CQSW / Dip SW / CSS.	CV/SS, C
Q2	Registration with Social Work England	CV/SS, C
Q3	Practice Educators Award.	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

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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