



Person Specification

Post title	Experienced Social Worker	Grade	L
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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 and the role and function of a social worker in the field of childcare	CV/SS, I
S2	Knowledge and understanding of key policy drivers, legislation and recent reports addressing early help, prevention and safeguarding with children, young people and families with multiple complex needs	CV/SS, I
S3	Ability to seek/use advice and supervision appropriately	CV/SS, I
S4	Experience of assessment, management of risk, vulnerability and application of thresholds in relation to children, young people and families.	CV/SS, I
S5	Excellent verbal, written and IT skills and ability to analyse evidence and information to inform assessments and care planning	CV/SS, I
S6	The ability to prepare and formulate plans for children and young people which takes account of their views and wishes in the implementation of those plans	CV/SS, I
S7	Ability to promote the welfare and safeguarding of children, young people and their families in Knowsley	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I

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P2	Demonstrate a commitment to improving services	CV/SS/I
P3	Demonstrate a commitment to continuous learning and development	CV/SS/I
Communication		
C1	Demonstrate an ability to communicate in an open and honest manner	CV/SS, I
C2	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
Qualifications		
Q1	Degree/ 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

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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