



Person Specification			
Post title	Children's Services 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	Effective working knowledge of general social work principles and knowledge, the role and function of a Social Worker in the field of childcare.	CV/SS/I
S2	Effective working understanding of current childcare legislation, up to date research and its application to working practices.	CV/SS/I
S3	Evidence of experience of managing staff and resources including staff supervision.	CV/SS/I /E
S4	Experience in effective time management for self and also prioritising required outcomes on a team level	CV/SS/I
S5	Experience in writing concise reports and maintaining appropriate social work records.	CV/SS/I /E
S6	Experience in using performance management information to support the work of both the team and individuals.	CV/SS/I /E
S7	Ability to deal with complaints in an effective manner.	E
S8	Proven ability to analyse information accurately and make judgements under pressure.	E
S9	To chair meetings effectively and ensure productive outcomes / activities.	E
S10	Ensuring best practice when overseeing child protection enquiries, investigations and care planning	E
S11	Understand and work within legal requirements, including statute and regulations, whilst presenting information within court. Ability to support other staff to do so, as and when required.	E

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S12	Provide clear leadership and direction to motivate others, including through the use of effective supervision.	E
S13	Experience in effective budgetary management, business planning and quality assurance processes.	E
S14	Experience in leading others through change including problem solving and applying a systematic approach to prioritisation of tasks	E
S15	Substantial and proven post-qualification experience and practice within an area of child and family services.	E
S16	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.	E
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Demonstrate a commitment to improving services.	I
P3	Demonstrate a commitment to continuous learning and development.	I
P4	Demonstrate a commitment to work with others and as part of a team in a flexible and responsible manner.	I
P5	Ability to facilitate training / ability to facilitate reflective group supervision sessions.	CV/SS/I I E
Communication		
C1	Be able to effectively initiate and maintain communication 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
Qualifications		
Q1	CQSW / Dip SW / CSS.	CV/SS/ C
Q2	Registration with Social Work England	CV/SS/ C
Q3	Management training or qualification or the ability to undertake this level of study.	Certificate
Q4	Practice Educators Award.	Certificate

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

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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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