



Person Specification			
Post title	Assistant Team Manager	Grade	O

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	<ul style="list-style-type: none"> In-depth knowledge of children's safeguarding legislation, statutory guidance and national policy, including the Children Act 1989 and 2004, Working Together to Safeguard Children, and relevant safeguarding frameworks. 	CV/SS, I
S2	<ul style="list-style-type: none"> Comprehensive knowledge of threshold decision-making, risk assessment and effective safeguarding practice. 	CV/SS, I
S3	<ul style="list-style-type: none"> Understanding of the role and function of a Multi-Agency Safeguarding Hub (MASH) and the principles of information sharing. 	CV/SS, I
S4	<ul style="list-style-type: none"> Skilled in assessing and managing risk, identifying safeguarding concerns and ensuring appropriate interventions. 	CV/SS, I
S5	<ul style="list-style-type: none"> Ability to identify, assess and respond appropriately to risk. 	CV/SS, I
S6	<ul style="list-style-type: none"> Excellent analytical and critical thinking skills, enabling sound professional judgement and 	CV/SS, I

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	defensible decision-making.	
S7	<ul style="list-style-type: none"> Demonstrated expertise in collaborative multi-agency working to achieve the best possible outcomes for children and families. 	CV/SS, I
S8	<ul style="list-style-type: none"> Skilled in partnership working, building positive relationships and influencing outcomes across multi-agency networks. 	CV/SS, I
S9	<ul style="list-style-type: none"> Strong leadership and management skills with the ability to provide oversight, guidance and direction to practitioners. 	CV/SS, I
S10	<ul style="list-style-type: none"> Ability to support, challenge and develop practitioners to improve practice and outcomes. 	CV/SS, I
S11	<ul style="list-style-type: none"> Ability to lead by example, maintain professional standards and promote a positive, high-performing team culture. 	CV/SS, I
S12	<ul style="list-style-type: none"> Strong organisational and time-management skills with the ability to prioritise competing demands in a fast-paced environment. 	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	Excellent written and verbal communication skills to provide clear management direction, chair discussions, and communicate safeguarding decisions effectively.	I
C2	<ul style="list-style-type: none"> Ability to challenge constructively and professionally where safeguarding concerns, practice issues or threshold decisions require scrutiny. 	CV/SS, I
Qualifications		

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Q1	<ul style="list-style-type: none"> Recognised Social Work qualification (Degree, DipSW, CQSW or equivalent). 	CV/SS, C
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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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