



Person Specification			
Post title	Service Manager	Grade	PMG2

* * * 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	Significant leadership experience within Children's Social Care– creating and maintaining empowered, motivated, skilled and resilient team/s	CV/SS, I
S2	Collaboratively and constructively working with stakeholders to design and deliver services that meet the needs of children, young people and families	CV/SS, I
S3	Proven political awareness along with negotiating, influencing and leadership skills to enable constructive challenge and collaborative working	CV/SS, I
S4	Experienced in using expert knowledge and understanding of relevant legislation, performance information, quality assurance activity, feedback, audits, reviews and service evaluations to drive practice and service improvement	CV/SS, I
S5	Highly effective in making sound and timely decisions in complex and high-risk situations	CV/SS, I
S6	Experienced in leading and contributing to transformational projects and partnership initiatives that have made a positive difference to children and young people	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		

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C1	Excellent presentation and communication skills, both verbal and written, adapting to the needs of different audiences from families to large stakeholder groups	I
Qualifications		
Q1	Registered Social Worker with Social Work England Social Work qualification (CSS; DipSW; BA (Hons); MA)	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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