



Person Specification			
Post title	Business Manager – Knowsley Safeguarding Children Partnership (KSCP)	Grade	PMG 1

* * * 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 experience of leading business planning, governance, performance management and service improvement within children's services, safeguarding or a related partnership environment.	CV/SS, I
S2	Experience of working effectively within complex multi-agency partnerships and developing productive relationships with senior leaders and partner organisations.	CV/SS, I
S3	Experience of developing and implementing quality assurance, audit, performance and improvement frameworks.	CV/SS, I
S4	Experience of taking a lead role in safeguarding reviews, investigations, inspections, learning reviews or other complex improvement activity.	CV/SS, I
S5	Knowledge and understanding of safeguarding legislation, statutory guidance and national policy developments relevant to children and young people's services.	CV/SS, I
S6	Experience of managing staff, budgets and resources effectively.	CV/SS, I
S7	Excellent organisational, planning and project management skills, with the ability to manage multiple priorities and deliver outcomes within agreed timescales.	CV/SS, I
S8	Ability to lead learning, improvement and workforce development activity across organisations and professional groups.	CV/SS, I

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S9	Commitment to improving outcomes for children, young people and families through effective partnership working and continuous improvement.	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	Ability to build effective working relationships, facilitate multi-agency discussions and achieve meaningful outcomes through collaboration, constructive challenge, negotiation and influence.	I
C2	Excellent verbal and written communication skills, with the ability to analyse and present complex information clearly and effectively to a wide range of audiences and stakeholders supported by reports, recommendations and presentations.	CV/SS, I
Qualifications		
Q1	Educated to degree level or equivalent professional qualification and experience.	C
Q2	Relevant professional qualification in social work, education, health, police, probation, safeguarding or a related discipline, or able to demonstrate equivalent specialist knowledge gained through extensive experience and professional development.	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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