



| Person Specification |                                           |       |                      |
|----------------------|-------------------------------------------|-------|----------------------|
| Post title           | SOLICITOR/LAWYER (CHILDREN'S SOCIAL CARE) | Grade | Q / SCP 42 – 43 / £5 |

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 |
|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| <b>Skills, knowledge, experience</b>         |                                                                                                                                                                                                                                                                 |                      |
| S1                                           | Substantial experience of providing high level sound, proactive and constructive legal advice and support with the minimum of supervision relating to children's social care.                                                                                   | CV/SS, I             |
| S2                                           | Experience and/or knowledge of the children's safeguarding functions of a Local Authority.                                                                                                                                                                      | CV/SS, I             |
| S3                                           | Knowledge of associated primary and secondary legislation (in particular but not limited to the Children Acts and the Children and Families Act 2014 and such other work areas as may be dealt with by a Local Authority Legal Services' Child Protection Team. | CV/SS, I             |
| S4                                           | Experience of advocacy work in Courts and/or public inquiries.                                                                                                                                                                                                  | CV/SS, I             |
| S5                                           | Experience of supervising the work of junior members of staff in the carrying out of a children's social care and children's safeguarding caseload.                                                                                                             | CV/SS, I             |
| S6                                           | Experience of working as part of a team in a flexible and responsive manner.                                                                                                                                                                                    | CV/SS, I             |
| S7                                           | Experience of prioritising a complex and diverse workload often to tight deadlines                                                                                                                                                                              | CV/SS, I             |
| <b>Personal attributes and circumstances</b> |                                                                                                                                                                                                                                                                 |                      |
| P1                                           | You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect                                                                                                                                         | I                    |
| <b>Communication</b>                         |                                                                                                                                                                                                                                                                 |                      |
| C1                                           | Excellent communication skills.                                                                                                                                                                                                                                 | I                    |

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|                       |                                                                                |          |
|-----------------------|--------------------------------------------------------------------------------|----------|
| C2                    | The ability to be articulate and accurate in relation to complex legal issues. | CV/SS, I |
| <b>Qualifications</b> |                                                                                |          |
| Q1                    | Qualified solicitor or barrister                                               | 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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