Knowsley Council

Person Specification			
Post title	Social Worker	**Grade**	K / £41,177 - £43,149 per annum

* * * 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	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a social worker in the field of child care	CV/SS, I, E
S2	Be able to express an appreciation and understanding of current child care legislation and its application to working practices	CV/SS, I, E
S3	Be able to apply 1 and 2 into effective working practice	CV/SS, I
S4	Ability to see/use advice and supervision appropriately	CV/SS, I, E
S5	To have an understanding of the role of other agencies	CV/SS, I
S6	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other, including working directly with children to ascertain their views and understand their lived experience	CV/SS, I
S7	Have the ability to manage time/self efficiently and effectively	CV/SS, I
S8	Ability to write concise reports and maintain appropriate social work records	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I
P2	A demonstrable willingness to share information and work with other people.	CV/SS, I
P3	Demonstrate a commitment to improving outcomes for children	CV, SS, I, E

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Communication		
C1	Demonstrate an ability to communicate in an open and honest manner	CV/SS, I
Qualifications		
Q1	CQSW/DipSW/CSS/MA SW/BA SW	CV/SS, C
Q2	Registration with Social Work England	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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