Knowsley Council

Person Specification			
Post title	Senior Health and Social Care Worker	**Grade**	H

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	Experience working with people with learning disabilities, autism and/or complex needs	CV/SS, I
S2	Experience delivering person-centred care promoting dignity, independence and wellbeing	CV/SS, I
S3	Experience of working in Care Quality Commission, (CQC), regulated services and knowledge of standards	CV/SS, I
S4	Knowledge and experience of safeguarding process and procedures	CV/SS, I
S5	Ability to lead and support staff on shift	CV/SS, I
S6	Experience of creating and maintaining care plans, risk assessments and other service user documentation	CV/SS, I
S7	Experience of medication administration, policy and procedures	CV/SS, I
S8	Ability to maintain accurate digital records (GDPR compliant)	CV/SS, I
S9	Strong communication and partnership working	CV/SS, I
S10	Experience supporting people in transition into services, including young people in transition from Childrens Services	CV/SS, I
S11	Experience contributing to audits and service improvement	CV/SS, I
S12	Ability to prioritise workload and respond to risk	CV/SS, I
Personal attributes and circumstances		

P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability,	I

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	Communication and Respect	
Communication		
C1	Ability to speak fluent English	I
C2	Effective verbal and written communication	CV/SS, I
Qualifications		
Q1	Level 3 Health & Social Care (or equivalent) and willingness to work towards Level 4	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**

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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.

January 2026

disability confident EMPLOYER

THE WORKPLACE WELLBEING CHARTER

EQUALITY FRAMEWORK FOR LOCAL GOVERNMENT EXCELLENT