

## Person Specification

Job Title: Supervising Social Worker	Grade and Salary:
Base: North Shields/ Sheffield/ Middlesbrough/East Midlands	Team: Social Work Team

**Assessment method – A= application, I = Interview, T = test/presentation, R = references, S = shortlisting**

Essential Criteria		Desirable Criteria	
<b>Qualifications and Training</b>			
<ul style="list-style-type: none"> <li>• Professional qualification in Social work</li> <li>• Evidence of Continuing Professional Development</li> <li>• Current registration with Social Work England</li> </ul>	<p>A /S</p> <p>A/S</p> <p>A/S</p>	<ul style="list-style-type: none"> <li>• Educated to degree level in a relevant discipline</li> </ul>	<p>A</p>
<b>Knowledge and Experience</b>			
<ul style="list-style-type: none"> <li>• Experience of working with Looked after Children</li> <li>• Experience of working with Foster Carers</li> <li>• Experience and understanding of the role of the independent sector in providing fostering services</li> <li>• Has a good working knowledge of the recruitment, assessment, training and support of foster carers including fostering approval panels</li> <li>• Track record of promoting and maintaining quality standards</li> <li>• In depth understanding of child development, the early effects of trauma and abuse on children, and attachment theory</li> <li>• An up to date knowledge of current research, methodology and critical reflection regarding current issues in foster care, including UK minimum Standards and developments in competency based assessments of foster carers and the independent fostering sector</li> <li>• Knowledge of current research into outcomes for looked after children</li> <li>• Ability to relate well to foster carers and LAC and to be able to use a variety of strategies to engage and help instil confidence when dealing with complex issues</li> </ul>	<p>A/S</p> <p>A/S</p> <p>A/S</p> <p>A/S</p> <p>A/S</p> <p>A/S</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>	<ul style="list-style-type: none"> <li>• Experience in a local authority family placement service or an independent fostering agency</li> <li>• Background and knowledge of specialist therapeutic approaches to caring for children and young people</li> <li>• Has participated in business development</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A</p>

<ul style="list-style-type: none"> <li>• Experience of working imaginatively and sensitively with LAC</li> <li>• Understanding of problems faced by LAC and barriers to success</li> <li>• Experience of working closely with multi agency professionals</li> </ul>	<p>A</p> <p>A</p> <p>A</p>		
<b>Skills</b>			
<ul style="list-style-type: none"> <li>• Good organisational skills with the ability to multi task</li> <li>• Ability to think creatively and identify solutions to problems</li> <li>• Ability to use initiative successfully within a team</li> <li>• Ability to lead and direct</li> <li>• Ability to prioritise own workload and work to tight deadlines</li> <li>• Excellent written and verbal communication skills – <ul style="list-style-type: none"> <li>○ Dealing effectively with colleagues and carers at all levels.</li> <li>○ Produce accurate reports</li> </ul> </li> <li>• Good mediation skills, with the ability to form strong working relationships and instil confidence when dealing with complex issues</li> <li>• Good advocacy, mediation, negotiation and influencing skills</li> <li>• Competent and effective user of IT – with skills in the use of Word , Excel and databases</li> </ul>	<p>I</p> <p>I</p> <p>A/I</p> <p>A/S</p> <p>I</p> <p>A/S</p> <p>A/I</p> <p>A</p> <p>A/S</p>	<ul style="list-style-type: none"> <li>• Experience of delivering presentations to groups and other professional</li> <li>• Ability to provide guidance and challenge to others, influence, develop and change the motivation and behaviour of others to achieve positive objectives</li> </ul>	<p>A/I</p> <p>A/I</p>
<b>Safeguarding and promoting the welfare of Children and Young People</b>			
<ul style="list-style-type: none"> <li>• An understanding of safeguarding issues, and the legislative safeguarding framework</li> <li>• Demonstrates an understanding of safeguarding issues</li> <li>• Understands the principles of confidentiality</li> <li>• Working knowledge of current UK childcare and the regulatory framework for LAC</li> <li>• Recognises the limits of own authority within the role</li> </ul>	<p>A/I</p> <p>I</p> <p>A/I</p> <p>A/I</p> <p>A</p>		
<b>Working within professional boundaries</b>			
<ul style="list-style-type: none"> <li>• Accepts responsibility and accountability for own work and can define the responsibilities of others</li> </ul>	<p>I</p>		

<ul style="list-style-type: none"> <li>Ability to maintain clear professional boundaries when working with Children and Young People and foster carers</li> </ul>	A/I		
<b>Personal Qualities</b>			
<ul style="list-style-type: none"> <li>Treat people in a fair and non – judgemental way and with dignity and respect and promotes children and young peoples equality, diversity and rights</li> <li>Resilient</li> <li>Energetic and enthusiastic</li> <li>Committed to the best outcomes for Children and Young People</li> <li>Demonstrates understanding and clear commitment to the values of the Agency</li> <li>Understanding of the Not for Profit Sector</li> </ul>	 I  A/I A/I A/I  A/I  A		
<b>Emotional awareness</b>			
<ul style="list-style-type: none"> <li>Demonstrates empathy for the concerns of others</li> <li>Listens to and understands directly and indirectly expressed feelings</li> <li>Shows respect for others feelings, views and circumstances</li> </ul>	 I I I		
<b>Self awareness</b>			
<ul style="list-style-type: none"> <li>Has a balanced understanding of self and others</li> <li>Can demonstrate flexibility in approach</li> <li>Shows a realistic understanding of the challenges of working with children and young people</li> <li>Self sufficient and self motivated with the ability to work independently or in a team, recognising when issues need to be escalated or require input from other</li> <li>Demonstrates a commitment to Continuous Personal Development</li> </ul>	 I I I  A/I   A		
<b>Job circumstances</b>			
<ul style="list-style-type: none"> <li>Ability to work flexibly to meet the needs of the service, which may include occasional evenings and weekends</li> <li>Participate in the out of hours service</li> <li>Ability to travel as required in given region</li> <li>Current full driving licence</li> </ul>	 A/I/S  A/S A/S A/S		

