

Person Specification

Post No	V-CS-CHD004	Designation:	Social Worker	Department:	SOCIAL SERVICES
Section:	Children & Young People Services	Completed By:	Head of Service	Date:	Aug 2017

The Person Specification outlines the main attributes needed to adequately perform the post specified. In drawing together the specification, a critical examination of the job description has been undertaken to pinpoint those elements of the post deemed as essential.

The Person Specification is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates. You should refer and address each point of the Person Specification, giving evidence of what skills, experience and knowledge you have in each of these areas. Always be specific. Do not use general phrases such as “I have the necessary skills...” or “I am confident I can do the job well...”. The shortlisting panel will need to know how you meet the requirements based on the evidence you provide.

		Essential	Desirable	Ascertained by
1.	Experience	<ul style="list-style-type: none"> ▪ Social Work with children, young people with complex needs and their families. ▪ Experience of Multi-Agency working 	Experience within statutory Children’s Social Care Services	Application Form Interview
2.	Knowledge	<ul style="list-style-type: none"> ▪ Principles of the Children Act. ▪ Child care legislation, guidance and national standards. ▪ Safeguarding, Child Protection and Risk Assessment. ▪ Principles and requirements of Social Services and Well-Being (Wales) Act. ▪ Child Development. ▪ Different types of social work intervention. 	Experience within statutory Children’s Social Care Services	Interview

		Essential	Desirable	Ascertained by
3.	Skills and aptitudes	<ul style="list-style-type: none"> ▪ Ability to communicate clearly and effectively, verbally and in writing. ▪ Ability to assess need, plan work, set priorities and review arrangements. ▪ Ability to analyse and evaluate information. ▪ Ability to liaise and negotiate individuals, professionals and agencies. ▪ Ability to work as a member of a team. ▪ Ability to work flexibly and under pressure. ▪ Ability to operate and maintain IT and casework management systems. 	<p>Advanced level of competency in one or more areas of practice.</p> <p>Ability to communicate through the medium of Welsh.</p>	<p>Application Form.</p> <p>Interview.</p>
4.	Qualifications and training	<ul style="list-style-type: none"> ▪ A good standard of general education. ▪ A recognised Degree/Diploma or equivalent qualification in Social Work i.e. Degree, DipSW, CQSW etc. ▪ Registration with the Care Council 		<p>Application Form</p> <p>Documents.</p>
5.	Attitude and motivation	<ul style="list-style-type: none"> ▪ Commitment to Equal Opportunities and Anti-Discriminatory Practice. ▪ Motivation and enthusiasm for the role and responsibilities and an understanding of the tasks required. 		<p>Application Form</p> <p>Interview.</p>
6.	Other (please specify)	<ul style="list-style-type: none"> ▪ A willingness to be professionally supervised and an understanding of the importance of supervision. ▪ A willingness to take part in office duty systems including out of hours support where required by the post. ▪ A full, valid driving licence 	<p>Experience of supervision</p> <p>Experience of office duty /on call systems.</p>	<p>Application Form</p> <p>Interview.</p>