



THE VALE OF GLAMORGAN COUNCIL

PERSON SPECIFICATION

POST NO:	V-CS-CM004	DESIGNATION:	Practitioner Manager	DEPARTMENT:	Social Services
SECTION:	Children & Young People Services	COMPLETED BY:	Head of Service	LAST UPDATED	2/01/14

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
1. EXPERIENCE	<ul style="list-style-type: none"> ▪ Extensive Statutory Children’s Services Social Work experience. ▪ Experience of working in partnership with other Agencies ▪ Supervisory experience (e.g. mentoring, practice teaching) ▪ Experience of the All Wales Child Protection Procedures ▪ Experience of the National Framework for the Assessment of Children in Need and their Families ▪ Experience of the Looked After Children system ▪ Experience of using IT systems ▪ Experience of service quality monitoring and managing performance ▪ Experience of court work and complex child care proceedings 	<ul style="list-style-type: none"> • Experience of successful management of staff • Management of resources within Budget • Evidence of successful change management • Successful project management and service development • Experience of performance management 	Application and Interview
2. KNOWLEDGE	<ul style="list-style-type: none"> ▪ Knowledge of all of the above systems and processes ▪ Knowledge of Local Government Services. ▪ Knowledge of Social Services legislation and statutory guidance ▪ Knowledge of partnership and multi-disciplinary working 		Application and Interview
3. SKILLS AND APTITUDES	<ul style="list-style-type: none"> ▪ Assessment and decision making ▪ Analysis, identification, assessment and management of risks ▪ Excellent written and oral communication skills 	<ul style="list-style-type: none"> • Ability to present complex issues clearly and concisely 	Application and Interview

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
	<ul style="list-style-type: none"> ▪ Computer literacy skills. ▪ Organisational skills • Demonstrate an ability to implement the procedures of the Council ▪ Excellent negotiation skills ▪ Ability to prioritise ▪ Ability to work within the agreed team business plan ▪ Sensitivity to the needs of service users and carers 	<ul style="list-style-type: none"> • Auditing and evaluation of services • Ability to communicate through the medium of Welsh. 	
4. QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> ▪ Appropriate Social Work Qualification ▪ Registered Social Worker 	<ul style="list-style-type: none"> • Recognised post qualifying award in Social Work • Relevant management qualification 	Application and Interview
5. ATTITUDE AND MOTIVATION	<ul style="list-style-type: none"> ▪ High level of personal motivation and ability to motivate others ▪ Capacity to enthuse and have excellent leadership skills ▪ Ability to work under pressure and to tight timescales ▪ Ability to work on own and as part of a Team 		Application and Interview
6. OTHER (PLEASE SPECIFY)	<ul style="list-style-type: none"> ▪ Professional credibility ▪ Commitment to and understanding of the principles of the Council's Equal Opportunities Policy in employment and Service delivery ▪ Willingness to undertake out-of-hours duties where this is a requirement of the specific post/service area eg Placements and Permanency • Ability to drive/travel throughout the Vale or between locations as appropriate 	<ul style="list-style-type: none"> • Casual car user rate will apply if it is deemed necessary by the Council/your manager for you to use your own car. 	Application and Interview