



**THE VALE OF GLAMORGAN COUNCIL**

**PERSON SPECIFICATION**

<b>POST NO:</b>	V-CS-PP002	<b>DESIGNATION:</b>	Practitioner Manager	<b>DEPARTMENT:</b>	Social Services
<b>SECTION:</b>	Children & Young People Services	<b>COMPLETED BY:</b>	Head of Service	<b>LAST UPDATED</b>	27/08/12

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>ASCERTAINED BY</b>
<b>1. EXPERIENCE</b>	<ul style="list-style-type: none"> <li>▪ Extensive Statutory Children’s Services Social Work experience.</li> <li>▪ Experience of working within fostering services</li> <li>▪ Experience of working in partnership with other Agencies</li> <li>▪ Supervisory experience (e.g. mentoring, practice teaching)</li> <li>▪ Experience of the All Wales Child Protection Procedures</li> <li>▪ Experience of the National Framework for the Assessment of Children in Need and their Families</li> <li>▪ Experience of undertaking and supervising completion of fostering (Form F) assessments.</li> <li>▪ Experience of the Looked After Children system</li> <li>▪ Experience of the Integrated Children’s System (ICS)</li> <li>▪ Experience of service quality monitoring and managing performance</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of successful management of staff</li> <li>• Experience of producing and running training programmes.</li> <li>• Experience of performance management</li> </ul>	Application and Interview
<b>2. KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>▪ Knowledge of all of the above systems and processes</li> <li>▪ Knowledge of Local Government Services.</li> <li>▪ Knowledge of Social Services legislation and statutory guidance</li> <li>▪ Knowledge of partnership and multi-disciplinary working</li> <li>▪ Knowledge of fostering legislation and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the National Minimum Standards for Fostering</li> </ul>	Application and Interview
<b>3. SKILLS AND APTITUDES</b>	<ul style="list-style-type: none"> <li>▪ Assessment and decision making</li> <li>▪ Analysis, identification, assessment and management of risks</li> <li>▪ Excellent written and oral communication skills</li> <li>▪ Computer literacy skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to present complex issues clearly and concisely</li> <li>• Auditing and evaluation</li> </ul>	Application and Interview

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>ASCERTAINED BY</b>
	<ul style="list-style-type: none"> <li>▪ Organisational skills</li> <li>• Demonstrate an ability to implement the procedures of the Council</li> <li>▪ Excellent negotiation skills</li> <li>▪ Ability to prioritise</li> <li>▪ Ability to work within the agreed team business plan</li> <li>▪ Sensitivity to the needs of service users and carers</li> </ul>	of services	
<b>4. QUALIFICATIONS AND TRAINING</b>	<ul style="list-style-type: none"> <li>▪ Appropriate Social Work Qualification</li> <li>▪ Registered Social Worker</li> </ul>	<ul style="list-style-type: none"> <li>• Recognised post qualifying award in Social Work</li> <li>• Relevant management qualification</li> </ul>	Application and Interview
<b>5. ATTITUDE AND MOTIVATION</b>	<ul style="list-style-type: none"> <li>▪ High level of personal motivation and ability to motivate others</li> <li>▪ Capacity to enthuse and have excellent leadership skills</li> <li>▪ Ability to work under pressure and to tight timescales</li> <li>▪ Ability to work on own and as part of a Team</li> </ul>		Application and Interview
<b>6. OTHER (PLEASE SPECIFY)</b>	<ul style="list-style-type: none"> <li>▪ Professional credibility</li> <li>▪ Commitment to and understanding of the principles of the Council's Equal Opportunities Policy in employment and Service delivery</li> <li>▪ Full driving Licence</li> <li>▪ Willingness to undertake out-of-hours duties where this is a requirement of the specific post/service area eg Fostering and Resources</li> <li>▪ Ability to drive /travel throughout the Vale or between locations as appropriate.</li> </ul>		Application and Interview