

PERSON SPECIFICATION

Job Title: Advanced Social Work Practitioner
Directorate & Section/Unit: Children's Social Care
Salary Grade: PO2

EXPERIENCE:

It is **essential** that the post holder has:

- Considerable experience within children's social care working with children and young people in a statutory social care setting including those in need of safeguarding, and looked after and adopted children and young people.
- Significant experience of achieving improved outcomes for children and young people.
- Significant post qualifying experience.

It is **desirable** that the post holder has:

- Demonstrable experience in leading staff.
- Demonstrable experience of successfully managing projects.

KNOWLEDGE, SKILLS AND ABILITIES:

The County Council has developed Leadership Competencies that describe what managers in the organisation are expected to bring to their role. (*See DMA competencies document*). Candidates for this role will be tested against these competencies and they will continue to be relevant for job performance if appointed. These competencies will be revised from time to time as the needs of the organisation change. The Critical Success Factors further describe the Leadership Competencies and for the role of Advanced Social Work Practitioner those at level 1 are relevant.

It is **essential** that the post holder has:

- Credibility in a significant area of specialism.
- Ability to transfer skills and lead service improvement in a variety of areas of service.
- The tenacity to repeatedly follow through indicators of service and staff performance to secure the necessary improvement in service provision.
- Emotional resilience, that is, the ability to perform effectively during periods of change and stress.

QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- A professional qualification in social work.
- Registered with Social Work England.

ADDITIONAL INFORMATION:

This is a demanding role and the service must be capable of responding positively to significant scrutiny. The job holder must be able to work the hours necessary to deliver the requirements of the job. Travel throughout the County and further is required.