



Person Specification

Note To Applicants

The points that are marked 'E' are the essential requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

Job Title	Social Worker
Grade	Grade 7-8 Dependant on Qualifications and Experience
Directorate	Families and Wellbeing
Service	Integrated Transfer of Care Hub & Intermediate Care Bed Based Services

Criteria

Experience		
1. Experience of the Care Management Process.	A/I	E
2. At least 12-months post-qualified statutory adults Social Work experience.	A/I	E
3. Experience of working with adults in a hospital setting.	A/I	D

Skills and Abilities		
1. Good verbal and written communication skills.	A/I	E
2. Flexible approach to work, with an ability to respond to varied requirements, prioritise accordingly and work effectively within policies / procedures/ timescales	A/I	E
3. Ability to maintain electronic records	A/I	E

4. Good assessment, risk management and care planning skills	A/I	E
5. Able to work independently and as a member of a team	A/I	E
6. Ability to work in an environment of change	A/I	E

Education, Qualifications and Knowledge		
1. Social Work qualification	A/C	E
2. Registration with Social Work England	A/C	E
3. Successful completion of Assessed and Supported Year of Employment in ASC (ASYE)	A/C	E
4. Good working knowledge of care management process and other relevant legislation	A/I	E
5. Evidence of further development / post qualification: PQ1, Approved Mental Health Professional, Practice Teacher, Best Interest Assessor., etc. Or willingness to complete within 2 years of commencing in post.	A/C	E

Other Requirements		
Able to travel extensively throughout Warrington and occasionally outside of the borough	A/I	D
Enhanced DBS clearance	A/C	E
Available to work on a rota-basis, covering a 7-day service between the hours of 8am-8pm	A/I	E

Commitment To Equal Opportunities		
Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	A/I	E

Commitment To Service Delivery / Customer Care		
Committed to providing an excellent customer experience and embedding customer focus in all aspects of service delivery.	A/I	E

Climate and Sustainability		
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<p>Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.</p>	A/I	E
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Methods of Assessment Key		
A Application Form	I Interview	C Certificate
T Test	P Presentation	AC Assessment Centre

Review Arrangements
<p>The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently, the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.</p>

Prepared / Revised By	Sarah Seddon
Role	Team Manager
Date	November 2025