PERSON SPECIFICATION

NOTE TO APPLICANTS:

Whilst all points on the specification are important, those marked ‘E’ (essential) are the key 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. In addition to interviews a variety of other selection methods may be used such as tests or exercises dependant on the role applied for. You will be advised of any alternative selection methods in the letter inviting you for interview.

JOB TITLE: CONTEXTUAL SAFEGUARDING PRACTICE LEAD

GRADE: 9

JE REFERENCE: A10070

DIRECTORATE: FAMILIES & WELLBEING DIRECTORATE

DIVISION: CHILDREN’S SOCIAL CARE

CRITERIA:

PROVIDE EVIDENCE OF THE FOLLOWING AREAS:

EXPERIENCE:

- Substantial proven post qualification experience of working with children and their families in a statutory social care setting. (E)
- Experience and record of working with highly complex cases and children, and a proven track record of improving outcomes for children and families. (E)
- Experience of working with issues relating to complex safeguarding (Child Sexual Exploitation, Criminal Exploitation, Missing, Domestic Abuse, Female Genital Mutilation, Force Marriage, Honour Based Abuse, Radicalisation, Modern Slavery and Trafficking) (E)
- Experience of chairing large and/or complex multi-agency meetings or panels (E)
- Experience of working successfully across a range of public sector organisations (E)
- Experience of successfully managing performance to deliver improved results (D)
- Experience of developing and delivering innovative ways of working to transform practice (D)
- Experience of reporting to senior, or multi agency boards (D)
- Experience of delivering training (D)

SKILLS AND ABILITIES:

- Highly developed communication, presentation and interpersonal skills (E)
- Ability to develop collectively effective plans for complex young people and review and monitor their effectiveness, to ensure positive outcomes (E)
- Ability to produce high quality reports (E)
- Ability to chair and co-ordinate multi-agency meetings and/or panels (E)
- Ability to work with professionals from a range of different backgrounds (E)
- Ability to negotiate and reach agreement over complex areas of multi-agency work (E)
• Ability to hold others to account through fostering a working culture of high support high challenge (E)
• Able to use data and performance information to successfully achieve results (E)
• Ability to drive service improvements across a team and/or partnership (D)

EDUCATION/QUALIFICATIONS/KNOWLEDGE
• Up to date knowledge and understanding of national policy and guidance regarding contextual safeguarding practice (E)
• Relevant qualification in Social Work e.g. CSS, CQSW, DipSW, SW degree, etc. (E)
• Management qualification (D)

OTHER REQUIREMENTS:
• A commitment to work outside of normal working hours as and when required. (E)
• Satisfactory enhanced DBS clearance. (E)
• Commitment to Equal Opportunities. (E)
• Demonstrate a commitment to equality and diversity and promoting anti-discriminatory practice. (E)

COMMITMENT TO SERVICE DELIVERY/CUSTOMER CARE:
• Ability to communicate with children and establish appropriate relationships. (E)
• Commitment to highest standards of service delivery. (E)
• Commitment to own professional development. (E)
• Able to demonstrate the high standards of integrity, honesty, fairness and equality expected in public services. (E)