



## **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.**

**JOB TITLE: Social Worker**  
**GRADE: CSP 24 -34**  
**DIRECTORATE: Families and Well**  
**SERVICE: Intermediate Care Service**

### **CRITERIA:**

**Experience** – (required to do the job). Consider type, paid, unpaid. Emphasis is on range and depth rather than length.

Direct work experience with Older People or Adult Fieldwork Team experienced gained via pre or post social work qualifying. (AI) (essential)

Experience of statutory working within an intermediate/hospital discharge setting (AI) (desireable)

**Skills and Abilities** – Consider level and type e.g. written, verbal, numerical, supervisory or other job related skills including suitability to work with children and/or vulnerable adults.

Ability to complete assessments of need and devise person centred packages of support in line with the Governments Personalisation Agenda (AI) (essential) (essential)

Able to form and develop working relationships with service users, family and carers (AI) (essential)

Ability to form effective working relationships with other professionals, statutory and voluntary agencies and community resources (AI) (essential) (essential)

Ability to take responsibility for personnel practice and development and apply social work process in practice. (AI) (essential)

Ability to communicate and record information orally, written and electronically in a clear, concise, logical manner. (AI) (essential)

Ability to transfer fundamental social work skills from one client group to another (essential)

An understanding and commitment to multidisciplinary team work. (AI) (essential)

Ability to use computers and other information technology competently and as an effective resource. (AI) (essential)

**Education/Qualifications/Knowledge** – Consider level and type e.g. vocational training, job-related.

Relevant qualifications in Social Care (BA SW, Dip SW, CSS OR CQSW) and registered with the GSCC. (essential) (AI)

Good Knowledge of appropriate legislation, government guidance and good practice in all aspects of social work with service users and careers. (I) (essential)

Knowledge of the aging process and its impact on independence (I) (essential)

Knowledge of policy and practice of Intermediate Care as developed from the National Framework for Older People. (I) (essential)

Understanding of rehabilitative services (I) (essential)

Knowledge of primary and secondary care working practices (I) (desirable)

Knowledge of the Adult Safeguarding process (AI) (essential)

**Other Requirements** – Hours of work, rota pattern, working conditions, location and the requirement to drive should be stated if essential to the job. Specify if standard or enhanced CRB clearance is required. (essential)

A commitment to working outside of normal working hours as and when required. (AI) (essential)

Able to meet fully the requirement of the post and cover the geographical area required, either by possession of a valid driving licence and access to public or other transport in line with the Disability Discrimination Act. (AI) (essential)

Clean driving licence. (A) (desirable)

A satisfactory Enhanced DBS Disclosure (A) (essential)

Registered or seeking registration with HCPC. (A) (essential)

**Commitment to Equal Opportunities** – Consider the level of understanding and knowledge required.

Must be able to practice in an anti-oppressive manner, empowering service users and carers and be able to demonstrate knowledge of the influence of race, culture age and gender on older people. (AI) (essential)

Must agree to comply with the HPCC Code of Practice. (AI) (essential)

**Commitment to Service Delivery/Customer Care** – Consider level of knowledge required.

Commitment to the highest standard of service delivery. (I) (essential)

Able to demonstrate the high standards of integrity, honesty, fairness and equality expected in public services. (I) (essential)

### **Methods of Assessment key**

**A = Application form, C = Certificate, E = Exercise, I = Interview,  
P = Presentation, T= Test, AC = Assessment centre**