



## 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.

<b>Job Title</b>	Senior Practitioner
<b>Grade</b>	Grade 9
<b>Directorate</b>	Peoples Directorate
<b>Service</b>	Adult Social Care

### Criteria

<b>Experience</b>		
1. Experience of working in a community setting.	A	E
2. Experience of assessing and support planning for adults with complex support care and support needs	A	E
3. Experience and knowledge of the carers service, carers assessments and be familiar with the carer's offer.	D	I
4. Experience of working with people within a strengths-based framework.	D	A, I
5. Experience of person-centred assessments and self-directed support and risk management.	E	I
6. Experience of working with adults with a range of needs e.g learning disability, physical disability, mental health.	E	A

7. Experience of working autonomously and under pressure.	E	I
8. Experience of working as part of a team.	E	A
9. Experience of supervising less experienced colleagues i.e. social workers, students, ASYE's, CCW's	E	A, I

<b>Skills and Abilities</b>		
1. Self-motivated and flexible with the ability to use own initiative.	E	I
2. Good organisational skills with ability to prioritise work to deadlines.	E	I
3. Positive approach to managing stress and the ability to work under pressure.	E	A, I
4. Excellent Interpersonal skills with the ability to use IT and formally present information.	E	I, T
5. Ability to communicate effectively verbally and in writing with a range of people including: team members, service users, carers, colleagues within the department and with other agencies.	E	A, I, T
6. Ability to prioritise and organise workload to meet targets and respond to unforeseen events or circumstances.	E	A, I
7. Highly developed negotiation, problem solving and decision-making skills.	E	A, I
8. Ability to adapt to and support change.	E	A, I
9. Ability to model and promote excellent practice within the team and to wider audiences.	E	I
10. Ability to supervise and mentor less experienced staff.	E	A, I
11. Experience of managing the performance of others (E) A,I	E	A, I

<b>Education, Qualifications and Knowledge</b>		
1. Recognised social work qualification	E	A,I,C
2. SWE registration	E	A,I,C
3. Evidence of Continuous Professional Development	E	A,I

4. Knowledge of the equipment and adaptations criteria, assessment process and provision	D	A, I
5. Knowledge of relevant legislation, Government policy and guidance in relation to social care, health and housing.	E	A, I
6. Additional qualifications e.g. Post Graduate Certificate, Practice Educator, BIA, AMHP or a Commitment to undertaking additional qualifications e.g Post Graduate Certificate, Practice Educator, BIA, AMHP/ equivalent experience in practice education or specialist area of practice.	E	A, I

<b>Other Requirements</b>		
1. 37 Hours per week.	D	A,I
2. Flexible, innovative approach and good time keeping.	E	A, I
3. Full and current driving licence.	E	A, I, C
4. Ability to carry out visits to service user's homes and other community venues.	E	A, I
5. Completion of mandatory training.	E	C
6. Enhanced DBS clearance.	E	C

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

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

<b>Climate and Sustainability</b>		
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.	A/I	E

**Methods of Assessment Key**

A Application Form

I Interview

C Certificate

T Test

P Presentation

AC Assessment Centre

**Review Arrangements**

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.

**Prepared / Revised By**

Mandy Roylance

**Role**

Service Manager

**Date**

5/2/2026