



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	SENIOR PRACTITIONER
Grade	9
Directorate	Families and Wellbeing
Service	Children's Social Care

Criteria

Experience		
Substantial proven post qualification experience of working with children and their families in a statutory social care setting	A/I	E
Involvement in the management and supervision of staff or students	A/I	E
Experience of organising, attending and influencing multi-agencies meetings	A/I	E
Experience of undertaking complex child protection enquiries, care planning and statutory reviews	A/I	E
Experience of preparing for and attending children's legal proceedings	A/I	E
Experience of joint working with partner agencies in a professional capacity	A	E
Experience of chairing meetings	A	E
Experience of delivering training	A	D

Skills and Abilities

Ability to communicate effectively using a variety of methods depending on the situation	A/I	E
Ability to produce high quality written reports /court statements	A/I	E
Ability to supervise, mentor, support and motivate staff	A/I	E
Ability to assess risk, create, implement and review plans to both address risk and promote positive outcomes for children and young people	A/I	E
Ability to manage change and work as a team member and on own initiative	A/I	E
Ability to work co-operatively and in partnership with colleagues, partner agencies and families	A/I	E
Ability to work within and maintain confidentiality and data protection requirements	A	E
Good organisational, prioritisation and time-management skills; appropriate IT skills	I	E
High quality assessment and interviewing skills	A/I	E

Education, Qualifications and Knowledge		
Social Work Degree or equivalent (e.g. DipSW/CQSW)	C	E
A satisfactory Enhanced DBS Disclosure	A	E
Registered with the Social Work England	A	E
Relevant post qualifying training	A	E
Knowledge of child care legislation, national guidance and best practice research/evidence relating to assessment and care planning and improving outcomes for vulnerable children and young people	A/I	E
Knowledge of wider children and young people's services including non-local authority provision	A/I	E
Understanding of staff management and support arrangements including supervisory requirements and the requirement to manage poor performance where necessary	A/I	D
Willingness to undertake the Practice Educator Award	A	E

Other Requirements		
A satisfactory Enhanced DBS Disclosure	A	E

Registered with Social Work England or awaiting registration	A	E
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	A	E
A commitment to work outside of normal working hours as and when required	A	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
Awareness of equal opportunities legislation and corporate policies	A	E
Compliance with all aspects of Social Work England professional standards	A	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
Able to demonstrate the high standards of integrity, honesty, fairness and equality expected in public services	A/I	E
Commitment to own professional development	A	E

Climate and Sustainability		
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	Alexandra Woods
Role	Head of Service
Date	1/6/25