



## 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>	Systemic Family Practitioner
<b>Grade</b>	8
<b>Directorate</b>	FAMILIES & WELLBEING
<b>Service</b>	Safeguarding and Quality Assurance

### Criteria

Experience		
1. Direct work experience with vulnerable children and their families within a social care setting.	A/I	E
2. Experience of statutory children's social work or relevant experience with children/families within a voluntary agency or health trust.	A/I	E

Skills and Abilities		
1. 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
2. Able to relate to, and communicate effectively with, children, young people and their families/carers.	A/I	E
3. Ability to deliver therapeutic and systemic family practice utilising a range of evidence-based approaches, methods and techniques.	A/I	E

4. Ability to foster good inter and intra-agency communication and to listen sensitively to different perspectives and work alongside professionals from a variety of services.	A/I	E
5. Ability to produce and present written information which is accurate, detailed, prepared to a high standard and within tight timescales for court and other relevant meetings.	A/I	E
6. Ability to present information orally which is coherent and relevant to the requirements of the meeting/panel.	A/I	E
7. Ability to use computers and other information technology competently and as an effective resource.	A/I	E
8. Ability to use reflective practice to continuously improve own performance.	A/I	E
9. Able to interpret and use management information to ensure continuous improvement in professional practice and standards.	A/I	E
10. The ability to work effectively as part of a team.	A/I	E
11. Ability to supervise students if appropriately trained and qualified to do so.	A/I	E

<b>Education, Qualifications and Knowledge</b>		
1. Degree level/qualification in social work or other relevant degree e.g youthwork, childhood studies.	A/I	E
2. Systemic Family Practice Qualification at level 1.	A/I	E
3. Qualification in Systemic Intermediate level 2	A/I	E
4. Thorough understanding of risk factors that impact on children and young people's safety and wellbeing.	A/I	E
5. Thorough and comprehensive assessment skills.	A/I	E
6. Knowledge of children's social care legislation and guidance.	A/I	E
7. Knowledge of other legislation e.g. education and housing relating to children's services.	A/I	D
8. Knowledge of child development.	A/I	E

<b>Other Requirements</b>		
A commitment to work outside of normal working hours as and when required.	A/I	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/I	E
Clean full driving licence.	A/I	E
A satisfactory Enhanced DBS Disclosure.	A/I	E

<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
If Social Work qualified must comply with the Social Work England requirements.	A/I	E
Where appropriate must agree to comply with the HCPC Code of Practice.	A/I	E

<b>Commitment To Service Delivery / Customer Care</b>		
Committed to providing an 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

<b>Methods of Assessment Key</b>		
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.

<b>Prepared / Revised By</b>	Sharon Dixon
<b>Role</b>	Principal Social Worker
<b>Date</b>	June 2025