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| **Person Specification** |

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| **Post Details** |
| **Post Title** | Social Worker |
| **Department** | Department of People |
| **Division/Section** | Referral and Assessment (MASSS) |
| **Location** | Castle Hill Centre |

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| **Essential** |

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| **Skills & Knowledge** |
| Knowledge of Social Work Law and practice, particularly in relation to referral and assessment. |
| Knowledge of short term interventions, applying appropriate methods and techniques in order to deliver improved outcomes for children. |
| Ability to interpret policy and provide appropriate advice and guidance to a variety of stakeholders and service users. |
| An up to date understanding of child protection issues in order to undertake child protection enquiries. |
| Demonstrate effective verbal and written communication skills in order to complete assessment reports, including analysis to reach conclusions and articulate this information as appropriate. |
| Demonstrate effective problem solving and decision making skills by applying solutions that contribute to appropriate outcomes for children and families. |
| **Promoting equality and diversity –** Understand how knowledge of our diverse communities can help us to deliver effective services and reduce disadvantage in the borough. Listen to contributions made to service development without prejudice. Challenge behaviours and processes which do not support the council’s work to eliminate discrimination; advance equality of opportunity; and foster good relations, while being prepared to accept feedback about own behaviour. |
| **Customer Care** - Listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners. Network with others to develop services for the benefit of the service users |
| **Developing Self and Others** - Coach and mentor others. Be willing to share learning and encourage others to do the same. Listen to others and respond to their needs. Apply a range of development activities to develop and train staff. Endorse the principles of Investor in People. Strives for improvement and take responsibility for own development. Be self-confident and lead by example |

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| **Experience/Qualifications/Training**  |
| CQSW/DipSW/CSS or equivalent |
| Must be registered or applied for registration with the Health & Care Professions Council |

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| **Desirable** |

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| **Additional Requirements**  |
| Experience as a front line Duty Officer within a Children’s Services Department  |
| Experience of undertaking Child Protection Enquiries |