



Person Specification			
Post title	Experienced Social Worker	Grade / Salary	Pay Band L

**\*\*\* This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months \*\*\***

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
<b>Skills, knowledge, experience</b>		
S1	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a social worker in the field of adult social care, including the use of an asset-based model of social work delivery. To understand the role of other agencies and have skills to build relationships to the benefits of multi-agency working. Ability to work flexibly.	CV/SS/I
S2	Knowledge of The Mental Health Act, The Mental Capacity Act and Deprivation of Liberty Safeguards in the context of adult service users. Thorough Knowledge of the Care Act 2014 and its implementation.	CV/SS/I
S3	Thorough knowledge of Social Work England Code/Standards of Conduct and ethics and Standards of proficiency.	CV/SS/I
S4	Ability to research cascade and incorporate new guidance and procedure into work quickly and effectively and use to inform professional decision making. Ability to recognise and promote safety, health, wellbeing and emotional resilience for both self and colleagues.	CV/SS/I
S5	Demonstrate a commitment to safeguarding and promote the welfare of adults and their carers.	CV/SS/I
S6	Ability to write concise reports and maintain appropriate social work records, meeting the demands of the service and produce work to a high standard within set timescales.	CV/SS/I
<b>Personal attributes and circumstances</b>		

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P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	CV/SS/I
<b>Communication</b>		
C1	Ability to communicate effectively and undertake direct work with vulnerable adults.	CV/SS/I
C2	Work as part of a team with colleagues and other agencies to achieve the best outcomes for Knowsley residents.	CV/SS/I
<b>Qualifications</b>		
Q1	Social Work Degree or equivalent qualified or graduation pending	CV/SS/ A / I / C

**CV/SS** = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview  
**P** = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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