



Person Specification			
Post title	Experienced Social Worker	Grade / Salary	Pay Band L / £41,511 - £42,708 per annum

***** 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
Skills, knowledge, experience		
S1	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a social worker in the field of childcare specifically in the field of child protection	CV/SS, I
S2	Knowledge and understanding of key policy drivers, legislation and recent reports addressing early help, prevention and safeguarding with children, young people and families with multiple complex needs.	CV/SS, I
S3	Ability to seek/use advice and supervision appropriately	CV/SS, I
S4	Experience of assessment, management of risk, vulnerability and application of thresholds in relation to children, young people and families.	CV/SS, I
S5	Excellent verbal, written and IT skills and ability to analyse evidence and information to inform assessments and care planning	CV/SS, I
S6	The ability to prepare and formulate plans for children and young people which takes account of their views and wishes in the implementation of those plans	CV/SS, I
S7	Ability to promote the welfare and safeguarding of children, young people and their families in Knowsley	CV/SS, I

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Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Demonstrate a commitment to improving services	CV/SS, I
P3	Demonstrate a commitment to continuous learning and development	CV/SS, I
Communication		
C1	Demonstrate an ability to communicate in an open and honest manner	CV/SS, I
C2	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view.	CV/SS, I
Qualifications		
Q1	Degree/ CQSW/DipSW/CSS	CV/SS, C
Q2	Registration with Social Work England	CV/SS, 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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