



Person Specification			
Post title	Adoption Support Social Worker Adoption in Merseyside	Grade	Grade L, SCP 32-33, £40,221 - £41,418 Grade M, SCP 34-35, £42,403 - £43,421 (with appropriate qualification)

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

No more than 15 criteria.

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 embrace the values of KMBC	CV/SS, I
S2	A knowledge of social work principles, standards and the functions of an Adoption Support social worker	CV/SS, I, P
S3	The ability to apply practice into effective working practice in the area of Adoption Support within a framework of appropriate legislation, standards and regulation	CV/SS, I
S4	Ability to write concise reports and appropriate social work records within timescales	CV/SS, I
S5	To be able to express an understanding of the complexities and challenges of key issues for children living within adoptive families	CV/SS, I, P
S6	To be able to engage positively with other partner agencies working with adoptive families	CV/SS, I
S7	Commitment to anti discriminatory practice and valuing diversity	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I

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Communication		
C1	To be able to communicate effectively with adoptive families to identify support needs	CV/SS, I
C2	To be able to communicate effectively with partner agencies in supporting adoptive families	CV/SS, I
Qualifications		
Q1	You must have a recognised qualification in Social work	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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