



Person Specification			
Post title	Principal Social Worker & Lead Social Work Academy – Children's Social Care	Grade	PMG 3

* * * 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	Experience and proven track record as a manager with involvement in front line delivery of services to children and families	CV/SS /I
S2	Ability to demonstrate creative thinking and innovation in services	CV/SS /I
S3	Ability to manage and drive through change	CV/SS /I
S4	Experience of working in a multi-agency environment, including partnership working in a multi-disciplinary organisation	CV/SS /I
S5	Ability to develop effective partnerships and respond to internal and external pressures	CV/SS /I
S6	High level of communication skills. Ability to work effectively with others	CV/SS /I
S7	Experience of supervising social workers and other social care professionals	CV/SS /I
S8	Experience of managing the performance of others	CV/SS /I
Personal attributes and circumstances		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Ability to demonstrate effective leadership, management skills and strategic thinking, including detailed knowledge of organisational policies	CV/SS /I
P3	Advanced theoretical, practical and procedural knowledge across the relevant legislative and statutory frameworks that underpin social work practice	CV/SS /I

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P4	Demonstrates a clear understanding of Working Together to Safeguard Children	CV/SS /I
P5	Knowledge of effective Quality Assurance management systems and the ability to design plan and deliver systems	CV/SS /I
P6	Ability to plan and organise own time, create work schedules and prioritise and set schedules for self and others	CV/SS /I
P7	Ability to apply solution focused approaches to problem solving and make decisions of a highly complex nature with consideration of associated risk factors	CV/SS /I
P8	Ability to apply effective conflict resolution skills using appropriate approaches to sustained improvement including coaching	CV/SS /I
P9	Ability to research, cascade and incorporate new guidance and procedure into work quickly and effectively and use to inform professional decision making	CV/SS /I
P10	Able to communicate effectively and present information to a wide range of audiences	CV/SS /I
P11	Ability to take advantage of, and effectively use information technology including ICS and to ensure and manage the consistent use across the team	CV/SS /I
P12	Access to a car with full driving licence valid for usage in the UK / or equivalent mobility	CV/SS / I
P13	Ability to be able to work outside of normal office hours if required	CV/SS / I
Qualifications		
Q1	CQSW/Dip SW/CSS	C
Q2	Evidence of current CPD	C
Q3	Current SWE Registration	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.**

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- **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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