

PERSON SPECIFICATION

Candidates must demonstrate on their application form that they can meet all the essential criteria in the person specification, as this is used in the shortlisting process.

Post: Team Manager – Stay Safe Assessment Team

Division: SOCIAL CARE AND SAFEGUARDS

Attribute	Essential	How identified or assessed	Desirable	How identified or assessed
Qualifications	Relevant professional qualification in Social Work	Application Form Qualification certificates	Other relevant Post Qualifying training courses including PQCC	Application form Qualification certificates
Work experience and vocational training	<p>Four years' post qualification experience in relevant field.</p> <p>Extensive experience in child casework, assessment and planning services</p> <p>Supervisory experience in a public sector environment.</p> <p>Management experience</p> <p>Commitment to promoting professional development of self and team members</p> <p>Successful partnership working</p> <p>Demonstrate experience of clear decision making and able to contribute to clinical case reviews</p>	Application Form and interview	<p>Experience of implementing new policy initiatives</p> <p>Practice Teachers Award</p> <p>Achieving Best Evidence</p> <p>Child Care law courses</p> <p>Qualification, experience in developing quality systems.</p>	Application Form and interview.
Specialist Knowledge	<p>Knowledge of assessment processes and risk management</p> <p>Knowledge and experience of managing, collating and contributing</p>	Application form and Interview	<p>Knowledge of ISA process</p> <p>Knowledge of National Service Framework for Children, Young</p>	Application form and interview.

	<p>to performance framework</p> <p>Working knowledge of current child protection systems</p> <p>Understanding of Children Act 1989 and Children Act 2004 and related regulations and guidance.</p> <p>Clear understanding of and commitment to child-centred services</p> <p>Understanding the principles of data protection</p> <p>Commitment and understanding to multi-agency working.</p> <p>Good social work theory</p>		<p>People and Maternity Services</p> <p>Knowledge of findings of nationally published reports arising from child death enquiries</p>	
Job related skills	<p>Strong and effective leadership skills.</p> <p>Supervisory Skills</p> <p>Ability to produce timely and accurate performance reports and data returns.</p> <p>Ability to effectively engage children, young people and families.</p> <p>Ability to chair meetings effectively.</p> <p>Good organisational skills</p> <p>Ability to demonstrate knowledge, understanding and commitment to equality of opportunity and anti-discriminatory practice.</p>	Application form and interview	<p>Budget management skills</p> <p>Competency in use of word processing, databases and spreadsheets.</p> <p>Quality assurance techniques</p>	Application form and interview

	Ability to use a variety of software applications competently, including case management system and e-mail.			
Personal attributes	<p>Excellent interpersonal and communication skills.</p> <p>Resilience and the ability to work under pressure.</p> <p>Ability to negotiate effectively and influence others.</p> <p>Ability to think and act in accord with SCC values</p> <p>Commitment to improvement in service quality and performance.</p> <p>Good time management.</p>	Interview		
Special working conditions	Ability to drive and provide a suitable car for official duties. Alternative arrangements will be discussed with disabled candidates.	Application form		
Other information				

This Person Specification should be retained by candidates for information.

Prepared by:

Date: