

Shropshire Council
Person Specification

Post of: Locality Team Manager

Please ensure that the Job Description and Person Specification are used as a guide when completing your application form. Please pay particular attention to those criteria below which are indicated as being assessed via the application form. You are expected to use the application form as a means to demonstrate, with examples, how you meet the person specification criteria below – a re-wording of the criteria listed will not guarantee an interview.

Attributes	Essential	Desirable	Method of Assessment
Qualifications (or equivalent skills)	<p>Relevant degree or equivalent level of education or RNMH DipSW.</p> <p>3 year post qualification experience Willingness to undertake further job related training.</p> <p>IT skills sufficient to specify systems; manipulate complex data and produce reports</p>	<p>Practice teacher Management certificate or qualification Community Development</p>	<p>Application Form (certificate check at interview)</p> <p>Documents</p> <p>Documents</p> <p>Interview</p> <p>Application form, Interview and Test</p>
Work experience and vocational training	<p>Extensive experience of delivering services in a personalised manner</p> <p>Care management experience</p> <p>Experience of working with advocacy organisations for both service users and parent/carers.</p> <p>Person Centred Planning</p> <p>Experience of developing partnerships.</p>	<p>Evidence of on-going professional and managerial development.</p> <p>Three years management experience</p> <p>Experience of managing change</p> <p>Experience of community development</p> <p>Experience of managing services for Adults with Learning Disabilities either Care Management or Provider services</p>	<p>Application Form and Interview</p> <p>Application Form and Interview</p>
Other relevant experience / interests	<p>A commitment to customer service, and responsiveness to the needs of the stakeholders</p> <p>Able to manage budgets, establish and implement budget action plans. Presentation skills</p> <p>Performance management in the field of Social Care.</p>	<p>Experience of performance management systems. Evidence of driving and achieving improvement.</p> <p>Awareness of employment legislation</p>	<p>Application Form and Interview</p> <p>Application Form and Interview</p> <p>Application Form and Interview</p>

<p>Job-related personal skills</p>	<p>Oral communication skills sufficient to establish and maintain effective problem solving relations across and outside the Council.</p> <p>Written skills sufficient to convey complex issues in a clear concise and jargon free manner.</p> <p>Ability to work flexibly across a range of work areas and to tight deadlines. Ability to prioritise between competing demands and to delegate effectively.</p> <p>Proven ability to understand complex documentation and processes. Willing to work co-operatively with others.</p> <p>A commitment to partnership working that recognises and respects the need of the client to provide consistently the agreed service to their customers.</p> <p>Commitment to equality of opportunity in employment and service delivery.</p> <p>Ability to work independently.</p>		<p>Application Form and Interview</p> <p>Application Form and Interview</p> <p>Application Form and Interview</p> <p>Application Form and Interview</p> <p>Application Form and Interview</p> <p>Application Form and Interview</p> <p>Application Form and Interview</p>
<p>Special working conditions</p>	<p>Some evening and weekends.</p> <p>The post holder must have access to suitable means of transport as required for official duties and must maintain a full current driving licence. Alternative arrangements will be discussed with Disabled Applicants.</p>		

Prepared by: _____

Date: _____