**Person Specification – Assessing Social Worker**

|  |  |  |
| --- | --- | --- |
| **Competencies** | **Essential** | **Assessment method** |
| **Experience** | * Experience of working with foster carers, children and their families. * Experience of completing analytical Form F assessments and well informed risk assessments. * Experience of family placement, child care and permanency. * Experience of systemic practice e.g. signs of safety. * Experience of presenting fostering assessments to panel. | CV  References  Interview |
| **Personal Qualities, Knowledge and Skills** | * Ability to undertake high quality evidence-based assessments, with sound theoretical underpinning and the use of relevant research. * The ability to collate vast amounts of information, coupled with excellent report-writing skills. * Ability to work within an Equal Opportunities, non- discriminatory framework. * Good interpersonal skills to communicate effectively with foster cares, children, families and colleagues. Able to handle sensitive and sometimes challenging or upsetting situations with diplomacy and professionalism with sensitivity and empathy. * Ability to prioritise and to work effectively on own initiative as well as within a team. * Computer literate – Microsoft word, excel, PPT, outlook, CHARMS. * Engaging and able to effectively and confidently communicate with a range of people. * Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day. * Working knowledge of child development and demonstrate an ability to underpin practice with a theoretical base, including attachment theory and the needs of Looked After Children/Children in Need/children in the Child Protection system * Working knowledge and understanding in accordance of the Fostering Regulations, National   Minimum Standards and the Care Placement and Planning Review Regulations 2011.   * Knowledge of family court proceedings. * Understand and apply the concepts of child development, attachment, separation, loss, change and resilience. * Keep up with changing issues and contexts at all levels, including in depth knowledge of social work research, and applying these in practice. * Shows initiative and high levels of self motivation. * Innovative/flexible * Emotionally resilient. * Commitment to personal learning and development. * Commitment to equal opportunities and valuing diversity. | CV  References  Interview |
| **Qualifications & Certifications** | * Degree in Social Work, CQSW, DipSW or equivalent. * Registration as a Social Worker. * Proven experience in a post qualified Social Work position. * Evidence of relevant continuing professional development. | Certificates  CV  Interview |
| **Languages** | * English | Interview  CV |

|  |  |  |
| --- | --- | --- |
| **Job Holder** |  |  |
| Name: | Signed: | Date: |
| **Signed on behalf of the NFG** |  |  |
| Name: | Signed: | Date: |