**Person Specification – Panel Manager**

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| **Competencies** | **Essential** | **Assessment method** |
| **Experience** | * Extensive experience and understanding of the regulations relating to fostering panels and fostering assessments. * Evidential experience of applying and promoting adherence to said regulations in a transferable role. * Experience of chairing fostering panels. * At least 3 years’ experience of working with foster carers, children and their families. * Experience of completing and reviewing analytical Form F assessments and well informed risk assessments. * Experience of family placement, child care and permanency. | CV  References  Interview |
| **Personal Qualities, Knowledge and Skills** | * Ability to make decisions and solve problems to meet operational targets, involving devising solutions and prioritising the resources available. * Ability to meet agreed objectives on delivery of targets by the effective use of resources. * Ability to manage budgets effectively and plan delivery of resources in line with these. * Ability to work within an Equal Opportunities, non- discriminatory framework. * Good interpersonal skills to communicate effectively with Panel Members, Fostering Applicants and colleagues. * Able to handle sensitive and sometimes challenging or upsetting situations with diplomacy, professionalism, 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 and understanding in accordance of the Fostering Regulations, National   Minimum Standards and the Care Placement and Planning Review Regulations 2011.   * 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 |

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