**Person Specification – Panel Manager**

|  |  |  |
| --- | --- | --- |
| **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.
 | CVReferences 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.
 | CVReferences 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.
 | CertificatesCVInterview |
| **Languages** | * English
 | InterviewCV |

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