**Person Specification – Panel Advisor**

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| **Competencies** | **Essential** | **Desirable** | **Assessment method** |
| **Experience**  | * Extensive experience in Fostering and an understanding of the range of issues faced by vulnerable children, their families and the challenges that this brings for Foster Carers.
* Knowledge and application of the legal, policy and practice framework including the related national minimum standards. The candidate must demonstrate sound knowledge of the relevant legislative framework: specifically Fostering Services (England) Regulations 2011 & 2013 and the Fostering Services National Minimum Standards 2011 and Care Planning, placement and Case Review Regulations 2010.
* Awareness of the effects of child neglect, trauma, sexual, physical and emotional abuse
* Understanding of attachment and associated effects of early childhood deprivation and neglect
* Awareness and understanding of the importance of a child’s identity within the context of their race, culture, and life experiences
* Experience of quality assurance processes and their application within a service focussed environment.
* Ability to relate and communicate effectively verbally and in writing, with a wide range of audiences including service users, professional staff, and senior managers.
* Experience and competence in Microsoft word and excel, database management and presentation software.
* Ability to work autonomously and be able to prioritise and organise work load.
 | * Experience of recruiting, mentoring, supervising, and appraising staff members
* Experience of designing and facilitating training and learning development sessions
* Recognised training/qualification in audit work; training/qualification in management.
* Proven ability to lead project groups of staff from different agencies, motivating towards completion of a project brief.
* Previous experience of working in a social work setting or with vulnerable children and families
 | CVReferences Interview  |
| **Personal Qualities, Knowledge and Skills** | * Sensitivity and empathy and respect for others
* Understanding of vulnerability, equal opportunities and working within a culture of anti-discriminatory practice
* Understanding of the impact of collating, processing, and managing confidential sensitive information and the security aspects of the working environment
* Flexibility, passion, and motivation to meet the demanding needs of the service to improve outcomes for children
* A well organised practitioner who is able to challenge constructively in order to achieve and retain outstanding standards at all times.
* Ability to communicate to a high standard at all levels, both verbally and in writing.
* Ability to make and sustain professional working relationships with foster carers and all external partners
* Ability to work autonomously and prioritise and organise tasks
* Excellent attention to detail and accuracy with the ability to compose, design and record written information about children
* Proactive, organised and methodological, with an ability to collate, understand and process sensitive information
* Ability to create processes that incorporate the need to meet service deadlines for decision making.
 | * Ability to diagnose themes or patterns of information through consultation and analysis of data and management information
* Demonstrates creativity in solving problems, identifying new opportunities, and producing innovative proposals, ideas, and structures, within appropriate limits.
* Experience of devising and delivering high quality training to stakeholder groups
 | CVReferences Interview |
| **Qualifications & Certifications** | * Recognised Social Work Qualification (CQSW, Diploma or Degree)
* Registration with Social Work England
 |  | CertificatesCVInterview |
| **Languages** | English  |  | InterviewCV |

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