

Recruitment person specification

Post being recruited for: **Social Worker – Young People’s Service**

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category

Essential

Desirable (not every post needs desirable requirements)

Experience

Previous social work or student placement experience that demonstrates an ability to transfer knowledge, skills and practice.

Experience of preparing reports in a statutory setting e.g. Children’s Hearings or Court.

Experience of completing assessments, developing outcome focussed plans and delivering interventions.

Experience of working with adults, children or young people with challenging behaviour in a social work setting.

Experience of working with children and young people who engage in offending behaviour.

<p>Knowledge, skills and understanding</p>	<p>Knowledge of social work legislation and policy.</p> <p>Knowledge of child development and children's needs.</p> <p>Knowledge of social work theory and interventions relevant to children and young people, including those who engage in offending behaviour.</p> <p>An understanding of the legal/statutory framework for working with children, young people and parents/carers. Including the Children's Hearings System and role of the Scottish Children's Reporter Administration.</p>	<p>Experience of working in an environment involving the Whole System Approach to youth justice in Scotland.</p> <p>Experience of working in an environment using the Getting It Right For Every Child approach.</p> <p>Knowledge of national guidance on criminal justice social work reports, community payback orders and other key policies and guidance relevant to the criminal justice system.</p> <p>Knowledge of the research on effective practice with children and young people who engage in offending behaviour.</p> <p>Knowledge of theories, legislation and national policies pertaining to children and young people involved in offending behaviour.</p> <p>I.T skills – competent in the use of Microsoft office and experience of using electronic databases.</p> <p>Driving Licence</p>
<p>Qualifications and training</p>	<p>Recognised social work qualification and registration with the Scottish Social Services Council (SSSC).</p>	<p>Post-qualifying award in Child Care/Child Protection.</p> <p>Completed training in Joint Police/Social Work Child Protection investigative interviewing.</p> <p>Practice Teaching Award.</p> <p>Training and experience in using risk assessment tools such as START:AV, AIM 3, SAVRY.</p>

Job specific requirements

An understanding of the issues around managing change in self, others or organisations.

The ability to work in partnership with children, young people and parents/carers and other professionals in a restorative manner.

The ability to work as a member of a team.

Ability to manage time and meet deadlines.

The ability to gather and analyse complex information to form assessments of need and risk and recommendations.

A commitment to learning and continuous professional development.

Ability to develop plans that are Specific, Measurable, Achievable, Realistic and Time based (SMART) with children, young people and parents/carers which improve outcomes.

An ability to reflect on practice – self, others and the organisation.

Can deal effectively with conflict.