

Recruitment person specification

Post being recruited for:Senior Social Worker.....

Council core competencies

These apply to all posts

These apply to posts with responsibility for managing people or resources

Being customer / client focused

Leading others

Working effectively with others

Managing performance and developing others

Managing change

Political sensitivity

Taking ownership and responsibility

Communicating effectively

Planning and decision making

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	<p>Working within a community based practice team</p> <p>Multidisciplinary working</p>	<p>Experience of working with adults with complex needs</p> <p>Experience of adult protection work</p> <p>Supervision of staff</p> <p>PRD and staff development</p> <p>Working in Mental Health and Substance use Services.</p>
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Knowledge, skills and understanding	<p>Knowledge of current social work legislation and policy</p> <p>Good communication skills</p> <p>Ability to prioritise workload, work under pressure and meet deadlines</p> <p>Computer/IT literate</p>	<p>Knowledge of systems used within Health and Social Care</p> <p>The ability to recognise and challenge poor performance</p> <p>The motivation, encouragement and support of staff in maintaining high performance</p> <p>Knowledge of models and approaches to recovery and harm reduction, in both mental health and substance use.</p> <p>Knowledge and understating of Adults with Incapacity and Mental Health legislation and process.</p>
Qualifications and training	<p>Degree in social work or equivalent recognised by Scottish Social Services Council</p> <p>Registration with SSSC</p>	<p>Adult support and protection</p>
Job specific requirements	<p>Recognises and works within professional boundaries</p> <p>Ability to gather and/or analyse complex information and prioritise and appropriate response</p> <p>An ability to keep and maintain accurate electronic records of work</p> <p>A willingness to learn and a commitment to continuous professional development</p> <p>Managing allocation of work within the team</p>	<p>Driving licence</p>

