

Recruitment person specification

Post being recruited for: **Social Worker – Child Protection Resource**

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

Experience in a Children and Families social work setting.

Experience in writing assessments of risk and need.

Experience in working closely with other agencies and offering a service to children and families.

Experience of undertaking child protection assessments.

Experience of preparing reports in a statutory setting e.g. a Children's Hearing.

Experience of presenting evidence in court.

<p>Knowledge, skills and understanding</p>	<p>Knowledge of Social Work theory and models of intervention.</p> <p>Knowledge of child development and children's needs.</p> <p>Skill in assessment and analysis in relation to risk and family dynamics.</p> <p>The skill and ability to development relationships with children, young people, families and communities.</p> <p>An understanding of the legal/statutory framework for working with children and families.</p> <p>A commitment to anti-discriminatory practice.</p>	<p>An understanding of Local and National drivers and policy such as The Promise, GIRFEC and the National Guidance for Child Protection in Scotland.</p> <p>I.T skills – competent in the use of Microsoft office and experience of using electronic databases.</p> <p>Car driver.</p>
<p>Qualifications and training</p>	<p>Relevant social work qualification and registration with the Scottish Social Services</p>	<p>Post-qualifying award in Child Care/Child Protection or Practice Education.</p>

<p>Job specific requirements</p>	<p>A commitment to ensure that family's needs remain paramount.</p> <p>The ability to work in partnership with children, young people, families and other professionals in a restorative manner.</p> <p>The ability to work as a member of a team.</p> <p>Must be able to recognise and work within professional boundaries.</p> <p>The ability to gather and/or analyse complex information and make assessments/recommendations.</p> <p>A willingness to learn and a commitment to continuous professional development.</p> <p>Ability to manage time and meet deadlines.</p> <p>Can demonstrate case related planning and decision-making skills.</p> <p>Can deal effectively with conflict</p>	
---	--	--