

Recruitment person specification

Post being recruited for: Advanced Practitioner (Bairns' Hoose Coordinator)

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)
<p>Experience</p>	<p>Able to evidence considerable, varied experience and established competence as a social work practitioner. The post holder would be required to have a minimum of five years of post-qualified experience.</p> <p>An ability to lead colleagues by supporting, advising coaching, and guiding them to provide excellent quality standards of care and services.</p> <p>Ability to support, mentor and facilitate learning and reflection through a range of approaches. Developing and promoting creative and innovative practice</p>	<p>Experience of leading groupwork and participatory sessions to gather voices and views of service users.</p> <p>Experience engaging with a range of stakeholders including young people, senior managers (internal and external) and Scottish Government/National bodies.</p> <p>Experience of undertaking or contributing to evaluation work, or annual reporting on service performance.</p> <p>Experience of leading and delivering change.</p> <p>Experience of development of policy and processes.</p>
<p>Knowledge, skills and understanding</p>	<p>Knowledge and understanding of the Bairns' Hoose principles and standards.</p> <p>Knowledge and understanding of trauma informed practice.</p> <p>Strong working knowledge of Children's Rights and understanding of how to champion Children's Rights within practice.</p> <p>Ability to initiate and develop new ideas and approaches to meet the needs of children, young people and families.</p> <p>Ability to develop, maintain and communicate with a wide range of colleagues, partners and stakeholders</p> <p>Extensive skills identifying and delivering plans which are specific, measurable, achievable, realistic and time bound.</p>	
<p>Qualifications and training</p>	<p>Degree in Social Work or equivalent is essential together with registration with the Scottish Social Services Council (SSSC) as a condition of continued employment.</p> <p>Required to join the PVG Scheme or undergo a PVG scheme update prior to a formal offer of employment.</p>	<p>Possession of a post social work qualification relevant to the specialist service area, e.g. Child Protection Certificate; Practice Learning qualification; Mental Health Officer Award; Certificate in Adult Protection.</p>

Job specific requirements

Support the commitment to evidence-based, high-quality practice within Sycamore Bairns' Hoose.