

## EMPLOYEE SPECIFICATION:

**Post: Mental Health & Substance Use Social Worker**

### Council Core Competencies

<p><b>These Council Core Competencies apply to all positions:</b>          Being Customer/Client Focused          Working Effectively with Others          Managing Change          Taking Ownership and Responsibility          Communicating Effectively          Planning and Decision Making</p>
<p><b>These Council Core Competencies apply to positions with responsibility for managing people or resources:</b>          Leading Others          Managing Performance and Developing others          Political Sensitivity</p>

	<b>Essential</b>	<b>Desirable</b>
Experience	<p>Assessing need.</p> <p>Establishing, monitoring and reviewing care plans.</p> <p>Multi disciplinary working.</p>	<p>Experience of working in a community team</p> <p>Experience of working with vulnerable groups, e.g. mental health and substance misuse</p> <p>Experience of adult protection and Adults With Incapacity Work.</p> <p>Working with complex people, at times of crisis and in challenging circumstances.</p>
Knowledge, Skills and Understanding	<p>Knowledge of current 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 &amp; Social Care</p> <p>Knowledge and skills relevant to working with people impacted by mental illness and substance use.</p>
	Degree in Social Work or	MHO accreditation or

Qualifications and Training	equivalent/ registration with the Scottish Social Services Council	other ie Adult Protection Training or practice teacher qualification
Job Specific Requirements	<p>Recognises and works with professional boundaries. Ability to gather and/or analyse complex information and make assessment/recommendation.</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>Registered with SSSC and PVG.</p>	
Applicants should always check the Job Vacancy Summary for any specific Employee Specification Requirements for the advertised vacancy.		