

EMPLOYEE SPECIFICATION:

Post: Social Worker: Mental Health and Substance Use; Inpatient and Community Based Services.

Council Core Competencies

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

	Essential	Desirable
Experience	Assessing need. Establishing, monitoring and reviewing care plans. Multi disciplinary working.	Experience of working in a community team Experience of working with vulnerable groups, e.g. mental health and substance misuse Experience of adult protection and Adults With Incapacity Work. Working with complex people, at times of crisis and in challenging circumstances.
Knowledge, Skills and Understanding	Knowledge of current legislation and policy. Good communication skills. Ability to prioritise workload, work under pressure and meet deadlines. Computer/IT literate.	Knowledge of systems used within Health & Social Care Knowledge and skills relevant to working with people impacted by mental illness and substance use.

Qualifications and Training	Degree in Social Work or equivalent/ registration with the Scottish Social Services Council	MHO accreditation or other ie Adult Protection Training or practice teacher qualification
Job Specific Requirements	Recognises and works with professional boundaries. Ability to gather and/or analyse complex information and make assessment/recommendation. An ability to keep and maintain accurate electronic records of work. A willingness to learn and a commitment to continuous professional development. Registered with SSSC and PVG.	
Applicants should always check the Job Vacancy Summary for any specific Employee Specification Requirements for the advertised vacancy.		