

Recruitment person specification

Post being recruited for: **SENIOR PRACTITIONER – EMERGENCY SOCIAL CARE**.....

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

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	<i>Significant and recent practice team experience across Edinburgh Health and Social Care Partnership and /or Communities and Families.</i> <i>Robust risk assessment skills across adults and children.</i> <i>Experience of adult protection and/ or Child protection work.</i> <i>Embedded social work values and principles.</i> <i>Experience of working with internal and external stakeholders.</i> <i>Ability to work autonomously and collaboratively.</i>	<i>Experience of supervisory and / or leadership roles.</i> <i>Participation in VRI process</i> <i>Participation in IRD process</i>
Knowledge, skills and understanding	<i>Knowledge or current legislation and policy in relation to social work practice</i> <i>Excellent communication skills.</i> <i>Excellent case recording skills.</i> <i>Ability to prioritise workload, work under pressure and meet deadlines.</i> <i>Excellent Computer/IT and administrative skills.</i>	<i>Knowledge of systems used within Edinburgh Health and Social Care Partnership and Communities and Families.</i> <i>Knowledge of the wider organisation and partners</i>
Qualifications and training	<i>Degree in Social Work or equivalent.</i> <i>Registration with the Scottish Social Services Council.</i> <i>PVG clearance to work with adults and children.</i> <i>MHO accreditation or Child Protection Certificate.</i>	<i>Evidence of post qualification training.</i>

Job specific requirements	<i>Requirement to work out of hours and public holidays.</i> <i>Ability to work timeously and to shift patterns.</i> <i>Ability to cover night shifts..</i> <i>Recognise and work within professional boundaries.</i> <i>Ability to gather and/or analyse complex information and make assessment / recommendation.</i> <i>An ability to keep and maintain accurate electronic records of work.</i> <i>A willingness to learn and a commitment to continuous professional development.</i> <i>Registered with the SSSC and PVG.</i>	<i>Post covers working across Edinburgh East and Midlothian therefore any experience of working in other two local authorities is beneficial.</i>
----------------------------------	---	--

