

Recruitment person specification

Post being recruited for: **Advanced Practitioner**

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

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.

An ability to lead colleagues by supporting, advising coaching, and guiding them to provide excellent quality standards of care and services.

Ability to support, mentor and facilitate learning and reflection through a range of approaches.

Knowledge, skills and understanding	<i>Ability to assess complex information, contribute to team management decisions, to develop consensus on risk management, and take a lead role in monitoring and reviewing risk.</i> <i>An ability to develop, maintain and communicate with a wide range of partners and stakeholders including those where there may be conflicting priorities and values, to promote effective joint working.</i> <i>Comprehensive knowledge of relevant legislation, departmental policies, practices and procedures, best practice.</i>	
Qualifications and training	<i>Degree in Social Work or equivalent is essential together with registration with the Scottish Social Services Council as a condition of continued employment.</i> <i>Possession of a post social work registration qualification relevant to the specialist service area, e.g. Child Protection Certificate; Practice Learning qualification; Mental Health Officer Award; Certificate in Adult Protection, Certificates in coaching, counselling, or other equivalent qualification.</i>	<i>Required to join the PVG Scheme/ undergo a PVG scheme update prior to a formal offer of employment.</i>
Job specific requirements	<i>Plan and control use of their own time and activities within agreed objectives and targets. Timescales will vary and may be both short and long-term with associated impact on the complexity of identifying and quantifying direct post holder's contribution over time.</i> <i>The intensive nature of the work involved in supporting children and their families/carers; resolving complex, urgent and/or long-standing difficulties can place considerable work demands on the post holder who needs to remain objective and professional if quality of service delivery is to be maintained.</i>	