

Recruitment person specification

Post being recruited for: Social Worker – Aftercare and UASC Team

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	Previous Social work or student placement experience that demonstrates an ability to transfer knowledge, skills and practice. Experience of working with children and young people, and other agencies Experience of working as part of a Team Experience of completing assessments, developing outcome focussed plans and delivering interventions	Experience of supporting people to manage transitions Experience of Financial assessments in relation to legislation. Experience of group work Experience of working in Justice Services
Knowledge, skills and understanding	Knowledge of Social work legislation and policy in relation to Care leavers. Knowledge of Child and Adolescent development. Knowledge of Social work theory and models of interventions relevant to Looked After children and young people.	Knowledge of theories, legislation and national policies pertaining to children and young people who are/have been Looked after. Knowledge of Trauma Informed Practice Knowledge of 'The Promise' Knowledge of Corporate Parenting Knowledge of housing/homelessness legislation and organisations Knowledge of employment legislation and organisations Knowledge of, Children and Families and Health and Social care resources I.T skills – competent in the use of Microsoft office and experience of using electronic databases.
Qualifications and training	Recognised Social work qualification and registration with the Scottish Social Services Council (SSSC)	Post qualifying training in e.g. Child Protection and or Adult Support and protection

Job specific requirements	The ability to work in partnership with children, young people and parents/carers and other professionals in a restorative manner. Ability to form and sustain productive working relationships The ability to work as a member of a multi-disciplinary team and with our Throughcare and Aftercare service partners. Ability to manage time and meet deadlines. The ability to gather and analyse complex information to form assessments of need and risk and recommendations. Ability to recognise and respond to diversity and engage with young people to promote change as agreed through their Pathway Assessment and Plan. Ability to develop plans that are Specific, Measurable, Achievable, Realistic and Time based (SMART) with young people and relevant others which improve outcomes. Ability to compile reports for professional purposes Can deal effectively with conflict and manage challenging behaviour Recognises and works within professional boundaries An ability to reflect on practice – self, others and the organisation. A commitment to learning and continuous professional development.	Ability to facilitate groups Ability to carry out Financial Assessments in relation to relevant Legislation
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