Recruitment person specification

Post being recruited for: Team Leader

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	Operational experience in a children's social work service. Experience in child protection investigations and managing complex cases. Experience in post-investigative child protection cases. Experience in working with children who are looked after and having responsibility for case management. Experience in permanency planning for looked after and accommodated children. Experience of supporting less experienced colleagues which could include social work students. Experience of building and maintaining strong working relationships within teams and within multi-agency partnerships.	Previous experience of managing and coordinating child protection investigations. Previous experience of managing / supervising post-investigative child protection cases. Experience of managing and supervising in a social work setting, including experience of following absence and performance management procedures. Experience of chairing meetings such as Child or Young Person planning meetings, Care and Risk Managment (CaRM) meetings and multi-agency Interagency Referral Discussions (IRD). Experience of quality assuring case work and taking appropriate action to share good practice and develop areas requiring improvement.

Knowledge, skills and understanding	Comprehensive knowledge of relevant legislation, guidance, policy and procedure including local and national to ensure best practice including, knowledge and understanding of Scotland's Promise and our Corporate Parenting responsibilities. Have in-depth understanding of operational issues in children's social work services. Have sound knowledge of the legal and statutory frameworks for working with children, young people and families. Knowledge and understanding of the permanency legislation and process for Looked After Children. Ability to initiate and develop new ideas and approaches to meet the needs of children, young people and families. Excellent assessment, report writing and communication skills (written and verbal). Ability to support practitioners to assess and analyse complex information and make evidence based decisions and recommendations to deliver improved outcomes. Ability to meet deadlines and ensure effective workload management. Contribute to team management decisions, build consensus on risk management planning, and take a lead role in monitoring and reviewing risk. Ability to develop, maintain and communicate with a wide range of colleagues, partners and stakeholders including those where there may be conflicting priorities and values, to promote effective joint working. Extensive skills identifying and delivering outcome focussed plans which are specific, measurable, achievable, realistic and time bound.	Specific knowledge of a specialist area such as child protection, children affected by disability, children in conflict with the law, risk assessment tools, parenting capacity, parental substance use etc. Knowledge and understanding of trauma informed practice.

Qualifications and training	Degree in Social Work or equivalent is essential together with registration with the Scottish Social Services Council (SSSC) as a condition of continued employment. Possession of a post social work qualification relevant to the specialist service area, e.g. Child Protection Certificate; Practice Learning qualification; Mental Health Officer Award; Certificate in Adult Protection.	Required to join the PVG Scheme/ undergo a PVG scheme update prior to a formal offer of employment. Post-qualifying award in Child Care/Child Protection. Practice Learning Award Management / Leadership qualificatio*n.*
Job specific requirements	Support the commitment to evidence-based, high-quality practice within the team and across the service.	