Recruitment person specification

Post being recruited for: Social Worker Kinship Support Team

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	Experience in a social work setting.	Experience working in a children's services social work. Experience of working with Kinship carers Experience of preparing reports in a statutory setting Experience in working closely with other agencies and offering a service to children, young people and families. Experience of presenting evidence in court. Experience of child protection processes. Experience of working to practice standards.

Knowledge, skills and understanding	Knowledge of social work theory, research and models of intervention relevant to working with children, young people and families. Good knowledge of Scottish Social Services Council (SSSC) code of practice and expectations as a registered social worker. Skills in assessment and analysis in relation to need, risk and family dynamics. Effective written and verbal communication skills and ability produce good quality reports within limited time periods. The skills required to develop and maintain professional relationships with children, young people, families including those who are vulnerable and find it more difficult to access services. 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. An understanding of the legal/statutory framework for working with children and families. I.T skills – competent in the use of Microsoft office and experience of using electronic databases.	Knowledge and understanding of the permanency legislation and process for Looked After Children. Knowledge and understanding of trauma informed practice. Understanding of the unique nature of kinship families Knowledge and understanding of Scotland's Promise to care experienced children and young people. Knowledge and understanding of Corporate Parenting responsibilities.

Qualifications and training	Recognised social work qualification and registration with the Scottish Social Services Council. Up to date PVG Certificate	Post-qualifying award in Child Care/Child Protection. Completed training in Joint Police/Social Work Child Protection investigative Interviewing such as the Scottish Child Interview Model (SCIM) Practice Learning Qualification.
Job specific requirements	A commitment to ensure that the needs of children, young people and families remain paramount. Ability to demonstrate traumainformed approach to practice. The ability to work as a member of a team. Recognise and work within professional boundaries. The ability to gather and/or analyse complex information and to complete assessment and reports with evidence based recommendations. Ability to write professional reports for various forums e.g. Court, Children's Hearings A willingness to learn and a commitment to continuous professional development. Ability to manage time and meet deadlines. Can demonstrate case related planning and decision-making skills. Work within environments with conflict and respond appropriatly.	