Recruitment person specification

Post being recruited for: Quality Assurance Officer (Children's residential)

Our Behaviours

These apply to all posts

Respect – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

Integrity – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

Flexibility – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

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	A social work practitioner who has a minimum of five years post qualifying experience. An ability to collaborate with colleagues by supporting them to deliver excellent standards of care. Monitoring compliance with regulatory standards, evaluating the effectiveness of interventions and identifying improvement recommendations. Experience of engaging with children and young people, residential staff, and other council staff to promote advocacy and safeguarding. Knowledge of national and local policy drivers, best practice and a clear understanding of relevant legislation. An awareness of the Care Inspectorate's Health and Social Care standards within Children's Services. Knowledge of quality assurance and SMART planning. Effective use of office equipment - to write reports, record information, or input data to identify findings and trends.	Experience of working within a children's residential setting.
Knowledge, skills and understanding	Well-developed assessment, report writing and communication skills (written and verbal). Ability to analyse data to give feedback to contribute to the continuous improvement journey within residential service. Ability to use research to inform service improvement. An understanding of Scotland's Promise within the context of children's residential care.	Understanding of and a commitment to adopting and implementing a trauma informed approach when engaging with people. An awareness of operational challenges in delivering residential care for children and young people.

Qualifications and training	Social Work Qualification. Possession of a post social work registration qualification relevant to the specialist service area. Registration with the Scottish Social Services Council (SSSC). Required to join the PVG Scheme / undergo a PVG scheme update prior to a formal offer of employment.	
Job specific requirements	Able to travel to and from various destinations. Organisational skills to prioritise visit and report writing schedule within agreed objectives, targets, and reporting timescales. Work collaboratively, remain objective and professional to develop trust with children and young people. Commitment to learning and professional development.	