

PERSON SPECIFICATION

Job Title:	Post No:	Grade:
Senior Practitioner		HC9
Directorate:	Division/ Department:	Section/ Location:
Community Wellbeing	Operations	Locality Team

All candidates will be considered on their ability to meet the requirements of the person specification	Requirements	Method of Assessment*
Experience	<ul style="list-style-type: none"> At least 3 years post qualifying experience in Adult Social Care. Experience of line management and supervision. Experience of multi-disciplinary assessments and multi-agency working. Experience of working across a range of formal and informal agencies. Experience of undertaking person centred, asset based, outcome focused assessment, care management and review. Experience of promoting the use of personal budgets/direct payment. Experience or working with complex cases and vulnerable adults involving conflict and risk. Experience/qualification or ability to consider AMHP and/or BIA training 	AF / I AF / I AF / I AF / I AF / I AF / I AF / I
Skills and Abilities <i>Including personal attributes. Consider if project management skills are needed.</i>	<ul style="list-style-type: none"> Awareness and understanding of current legislation and guidance and mindful of legislative changes that may impact on social care provision. Excellent interpersonal skills both in writing and face to face. Familiarity with using information technology and an ability to utilise effectively. 	AF / I AF / I AF / I

	<ul style="list-style-type: none"> • Knowledge and ability to implement safeguarding practice at the minimum level of investigation and management of complex cases. • A resilience and competence to work within a responsive environment and ability to prioritise your own and others work. • Understand the values and principles underpinning Inclusion, Autonomy and Empowerment. • Work as part of Social Care and Multi Agency teams and be committed to such an approach. • Ability to implement change to improve and develop services. • An awareness and experience of the current agenda for integrated working. To work as part of Multi-Agency service and deliver integrated outcomes effectively. 	<p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p> <p>AF / I</p>
Qualifications and Training	<ul style="list-style-type: none"> • Social Care qualification • Registered with Social Work England • Post qualifying training and continued professional development to be evidenced for any progression. 	<p>AF</p> <p>AF</p> <p>AF</p>
Other Factors <i>Eg. ability to work shifts, physical requirements (with adaptations where appropriate), ability to drive or to travel around the county</i>	<ul style="list-style-type: none"> • An ability to travel about the county as required in order to fulfil the duties of the post. • To be prepared to be based in any locality due to operational demands. 	<p>AF</p> <p>AF</p>

*Method of Assessment: AF = Application Form; I = Interview; P= Presentation

Line Manager Name:	Date:
Date person spec last reviewed:	