

**Rochdale Borough Council
Person Specification**

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| Service : | Integrated Care and Health | Post: | Social Worker |
| Section : | Neighbourhood Teams | Post Number: | |
| Job Ref: | | Grade: | 8 |

Note to Applicants:

The *Essential Criteria* are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The *How Identified* column shows how the Council will obtain the necessary information about you.

If the *How Identified* column says the **Application Form** next to an *Essential Criteria* you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

| Criteria | Essential (E) or Desirable (D) | How Identified: AF Application Form I Interview A Assessment |
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| (a) Special Working Conditions | | |
| 1 Hours may be required to be worked over 7 days, as per the needs of the service. Please confirm you are able to do this. | E | AF I |
| 2 Are you prepared to undertake a certain amount of travelling around the borough in the execution of your duties? | E | AF I |
| (b) Qualification and Experience | | |
| 3 How long have you held a Social Work Qualification? | E | AF and check qualification at interview |
| 4 Are you Registered with Social Work England and have evidence of your CPD? | E | AF and check registration at interview |
| 5 Do you hold a Qualification in Best Interest Assessing or Practice Educating? | D | AF |
| 6 Please give details of your experience of social work with adults, older people and carers in the following areas: Assessment and Intervention Duty screening & Risk Assessing Hospital Discharge Support Planning Safeguarding Learning Disability Younger Adults (Transition) | E | AF I |
| 7 Please provide evidence of your experience of risk management in a highly pressurised environment, including preparing specialist assessments. | E | I |
| 8 Please provide details of experience in arranging appropriate services within financial limits, using resources creatively and accessing alternate forms of provision within the community. | E | I |
| 9 Please give examples of how you have assessed and analysed complex cases, using risk assessments and taking into account safeguarding policy and procedures. | E | I |
| 10 Please provide details on experience and understanding of negotiation, problem solving and the ability to display negotiation | E | I |

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| | skills when challenging services users, carers and family views and expectations when necessary. | | |
| (c) Skills and Knowledge | | | |
| 11 | Please give details of your wide knowledge of outcome focussed, strength based practice. | E | AF I |
| 12 | Please give details of your knowledge of relevant legislation, regulations, standards, guidance, policy and procedures within Adult Services. | E | AF I |
| 13 | Please give details of your good communication skills with adults, older people and carers and a wide range of agencies and health colleagues, both verbally and in writing. | E | I |
| 14 | Please give details of your IT skills in relation to email, electronic case recording, performance data, report writing, etc. | E | I |
| 15 | <p>Please detail your ability to use initiative and be proactive in:</p> <p>Planning, Assessing, analysing and making professional judgements in order to deliver positive outcomes for adults, older people and carers minimising risk, in an effective and efficient manner.</p> <p>Understanding of the nature and importance of safeguarding vulnerable adults, with an ability to identify situations which may pose a safeguarding risk.</p> | E | AF I |
| 16 | Please detail your ability and commitment to work in accordance with the Professional Capabilities Framework at the appropriate level and within the Social Work England Standards of Practice. | E | I |
| 17 | The ability to converse at ease with members of the public and provide advice in accurate spoken English is essential for this post. | E | I |
| (d) Behaviours and Values | | | |
| 18 | <p>Approach the job at all times using the values set out in the Rochdale Way:</p> <ul style="list-style-type: none"> • Proud of the difference we make • Passionate about the diversities of the Borough • Pioneering and Open in our Approach <p>Please confirm you are willing to adhere to these values and behaviours.</p> | E | AF/I |