

PERSON SPECIFICATION

Qualified Social Worker Integrated Community Services

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

[Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents]

Qualifications and training

Method of Assessment – I,D

Essential:

- Social Worker
- Professional qualification at degree or equivalent level

Desirable:

- Relevant Post Qualifying award
- MCA & BI training
- AMHP

The New GCSE Grading System

- Grades 7-9 are equivalent to the old grades A and A*.
- The bottom of grade 7 aligns with the bottom of grade A.
- Grades 4-6 are equivalent to the old grades B and C.
- The bottom of grade 4 aligns with the bottom of grade C

Experience and knowledge

Method of Assessment – I, D

Essential:

- Professional experience, post qualifying.
- Requirement to be registered with a relevant professional organisation.



- You will be required to maintain evidence of continuing professional development in the agreed format.
- Experience of working with older people, people with physical disabilities, adults with learning disabilities and sensory impairment and their carers.
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Desirable:

- Experience of working in an Intermediate Care/Hospital Environment
- Experience of working with people with mental health problems

Specialist skills and abilities

Method of Assessment – D, I

Essential:

- Excellent written and verbal communication.
- Excellent assessment skills
- Ability to undertake: -
 - Mental Capacity Assessments
 - Participate in Best Interest Decision making.
- Knowledge and understanding of: -
 - Delayed Transfers of Care
- Knowledge of relevant legislation including: -
 - Care Act 2014.
 - Mental Capacity Act 2005
 - Mental Health Act, 1983

Desirable:

- Working within multi-disciplinary and multi-interdisciplinary team settings
- Knowledge of homecare enablement and setting achievable goals to maximise independence Knowledge of equipment that may be used to support someone to remain within their own home and maximise their independence, for example Assistive Technology and advance.
- Assistive Technology
- Knowledge of self-directed care and personal budgets



Personal skills and attributes

Method of Assessment - I

Essential:

- Clear communication skills.
- Good Time management
- Decision making and problem-solving skills.
- Good IT skills
- Ability to prioritise and meet deadlines.
- Ability to maintain high professional standards even when working under pressure
good team player.

Desirable:

- Drive and enthusiasm to support development of new integrated ways of working

Decision making impact and innovation

Method of Assessment - I

Essential:

- Enthusiasm and motivation to contribute to the development and the diversity of an integrated community - health and social care – service delivery.

Desirable:

- To assist in developing an extensive list of community and group resources to maintain people at home.

Special working conditions

Method of Assessment – D, I

Essential:

- The post holder must possess a full driving licence and provide a car for business use. Alternative travel arrangements will be discussed with disabled candidates.
- Ability to work from home on a regular basis, with the requirement to attend your primary work base as and when required.
- During a Pandemic, Epidemic or Major Incident or Emergency you may be asked to work from home or other location and on occasion to undertake duties that are



not stated in your Job Description or Person Specification where there is a skill, competency, and experience match

