

# PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN  
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

**JOB TITLE: Social Worker**

**DEPARTMENT: Inpatients**

Criteria for Selection	Essential	Desirable	Measurement Application Form - <b>AF</b> Interview - <b>IN</b> Assessment – <b>AS</b>
<b>Education/Qualifications</b> <ul style="list-style-type: none"><li>• Social Work Qualification – Degree in Social Work, DipSW, CQSW, CSS or equivalent</li><li>• Agrees a commitment to AMHP training.</li></ul>	✓	Studying or willingness to study towards full Post Qualification Award in Social Work	<b>AF/IN/AS</b>
<b>Knowledge</b> <ul style="list-style-type: none"><li>• Multi-disciplinary Social Care experience within multi-disciplinary team – relevant to people with mental health difficulties.</li><li>• Knowledge and understanding of Social Care practice as defined by HCPC and appropriate legislation and guidance.</li><li>• Working knowledge of The Care Act and other key legislation.</li></ul>	✓	<p>A variety of experiences working with people with mental health difficulties.</p> <p>Supervisory experience</p> <p>Understanding of social care resources and provision available beyond statutory agencies</p> <p>Awareness of government guidance and legislative changes across broad range of NHS and Social Care issues</p> <p>IT skills to enable effective input and</p>	<b>AF/IN/AS</b>

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		retrieval of data and information	
<b>Skills/Experience</b> <ul style="list-style-type: none"> <li>• Literate in IT/Computer Skills</li> <li>• Good oral communication skills based on fluency on the English language</li> <li>• Demonstrates a commitment to highest professional and ethical values.</li> <li>• Demonstrate the ability to provide and receive highly complex, highly sensitive or highly contentious information.</li> <li>• Makes ongoing assessments of frequently complex service users needs and associated risks and demonstrates knowledge and understanding of wide range of resource options within budgetary framework/ constraints.</li> <li>• Negotiates and implements effective plans for support, enablement, prevention, protection and monitoring, within department/government targets.</li> <li>• Able to offer coaching and support to students and/or unqualified staff and supervise as required.</li> <li>• Ability to work in a multi-agency environment with an understanding of the differing responsibilities of statutory and non statutory organizations.</li> </ul>	✓	<b>Demonstrate well developed motivational, negotiation, training and empathetic skills as required.</b>  <b>Well-developed IT skills and the ability to interrogate and evaluate management information in both written and computerised format.</b>  <b>Communication and presentation skills.</b>	<b>AF/IN/AS</b>

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<ul style="list-style-type: none"> <li>• Flexible, positive and empathetic approach.</li> <li>• Produces clear, accurate and concise oral and written assessments, records and reports to facilitate decision making within multi-disciplinary teams.</li> </ul>			
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