

PERSON SPECIFICATION

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

Job/Position Title:	Social Worker
Department/Location:	Review team / Area based
Grade/Band:	6

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/ Qualifications	Possession of recognised Social Work Qualification – Degree in Social Work, DipSW, CQSW, CSS or equivalent		AF/IN/AS
Knowledge	<p>Multi-disciplinary Social Care experience within multi-disciplinary team – relevant to people with mental health difficulties.</p> <p>Knowledge and understanding of Social Care practice as defined by HCPC and appropriate legislation and guidance.</p> <p>Working knowledge of The Care Act and other key legislation.</p>	<p>A variety of experiences working with people with mental health difficulties.</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 retrieval of data and information</p>	AF/IN/AS
Skills/ Experience	<p>Literate in IT/Computer Skills</p> <p>Good oral communication skills based on fluency on the English language</p> <p>Demonstrates a commitment to highest professional and ethical values.</p>	<p>Demonstrate well developed motivational, negotiation, training and empathetic skills as required.</p> <p>Communication and presentation skills.</p>	AF/IN/AS

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	<p>Demonstrate the ability to provide and receive highly complex, highly sensitive or highly contentious information.</p> <p>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.</p> <p>Negotiates and implements effective plans for support, enablement, prevention, protection and monitoring, within department/government targets.</p> <p>Ability to work in a multi-agency environment with an understanding of the differing responsibilities of statutory and non statutory organizations.</p> <p>Flexible, positive and empathetic approach.</p> <p>Produces clear, accurate and concise oral and written assessments, records and reports to facilitate decision making within multi-disciplinary teams.</p>		
Personal Qualities	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.</p> <p>Ability to work on own initiative and under pressure.</p>		AF/IN/AS

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	<p>Flexible, positive and empathetic approach.</p> <p>Produces clear, accurate and concise oral and written assessments, records and reports to facilitate decision making within multi-disciplinary teams.</p> <p>Able to identify own stressors and take appropriate action to prevent negative impact of this on wellbeing and seek appropriate and timely support.</p> <p>Able to effectively manage their own emotions in response to the emotional distress of others.</p> <p>Demonstrates empathy, sensitivity, self awareness and acceptance of others.</p> <p>Able to prioritise workload, work with competing deadlines and organise time effectively.</p> <p>Ability to network with a variety of teams, user and carer groups, and professional agencies</p>		
Additional Qualities	Fitness Analysis as appropriate		AF/IN/AS
Corporate	<p>Full UK Drivers Licence</p> <p>Ability to Travel across Trust sites as required</p>		AF/IN/AS

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