

PERSON SPECIFICATION

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

JOB TITLE: Senior Social Worker, Band: 7

DEPARTMENT: Inpatient Services

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications <ul style="list-style-type: none"> • Possession of recognised Social Work Qualification – Degree in Social Work, DipSW, CQSW, CSS or equivalent • Registration with Social Work England • Approved Mental Health Professional. 	✓	Studying or willingness to study towards full Post Qualification Award in Social Work	AF/IN/AS
Knowledge <ul style="list-style-type: none"> • Knowledge and understanding of Social Care practice as defined by Social Work England and appropriate legislation and guidance. • IT skills to enable effective input and retrieval of data and information. • Understanding of the Mental Health Act 1983 and Amendment 2007 and Equality Act 2010 and the Mental Capacity Act 2005 and the Human Rights Act 1998. 	✓	Understanding of social care resources and provision available beyond statutory agencies Awareness of government guidance and legislative changes across broad range of NHS and Social Care issues	AF/IN/AS
Skills/Experience <ul style="list-style-type: none"> • Multi-disciplinary Social Care experience within multi-disciplinary team 	✓	A variety of experiences working with people with mental health	AF/IN/AS

<p>– relevant to people with mental health difficulties and substance misuse.</p> <ul style="list-style-type: none"> • Evidence of partnership working with other agencies including Social Care Services, Health Services, Voluntary Agencies, Her Majesty’s Prisons, criminal justice and/or Education • Experience of undertaking assessments and other duties in accordance with the Mental Health Act 1983 and Amendments 2007 and the Mental Capacity Act. • Demonstrates a commitment to highest professional and ethical values. • Demonstrate the ability to provide and receive highly complex, highly sensitive or highly contentious information. • Demonstrate well developed motivational, negotiation, training and empathetic skills as required. • Makes ongoing assessments of frequently complex dual diagnosis client needs and associated risks and demonstrates knowledge and understanding of wide range of resource options within budgetary framework/ constraints. • • Negotiates and implements effective plans for support, enablement, prevention, protection 		<p>difficulties and substance misuse. Practice teaching experience</p> <p>Well-developed IT skills and the ability to interrogate and evaluate management information in both written and computerised format.</p>	
--	--	--	--

<p>and monitoring, within department/government targets.</p> <ul style="list-style-type: none"> • Offers practical suggestions and advice on long term implications of alternative courses of action in relation to quality of service provision. • Supports development of self and colleagues through regular reflection on effectiveness of approach and the acquisition, dissemination and application of new knowledge and skills. • Able to offer coaching and support to students and/or unqualified staff and supervise as required. 			
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Communication and presentation skills. • Ability to work in a multi-agency environment with an understanding of the differing responsibilities of statutory and non statutory organizations. • Leadership and influencing skills with the ability to lead and motivate others. • Flexible, positive and empathetic approach. • Develops and sustains professional working relationships with clients, carers, colleagues and external agencies based on mutual trust, respect for individual rights and cultural needs, and the 	✓		AF/IN/AS

<p>promotion of equality and diversity.</p> <ul style="list-style-type: none"> • Able to communicate effectively and sensitively with people using appropriate methods of interaction and respecting confidentiality at all times. • Produces clear, accurate and concise oral and written assessments, records and reports to facilitate decision making within multi-disciplinary teams. • Selects appropriate medium and format for communication internally and to meet the needs of service users. • Co-ordinates and chairs meetings as appropriate 			
<p>Additional Qualities</p> <ul style="list-style-type: none"> • Ability to work on own initiative and under pressure. • Responds calmly to unexpected and challenging problems, seeking solutions, modifying plans and arranging the provision of additional services and/or resources where appropriate. • Deals effectively with conflict – involving others when necessary. • Deals effectively with complex interfamilial and interagency problems and develops solutions • Takes responsibility for own work and demonstrates 	<p>✓</p>	<p>Experience of identifying, developing and managing services through a period of operational change. Planning and implementing programmes which impact across departments, services or agencies.</p> <p>Proven ability to problem solve and to achieve change whilst at the same time, balancing competing demands.</p> <p>Good analytical skills, open and creative thinking and effective problem solving in relation to service,</p>	<p>AF/IN/AS</p>

<p>willingness to learn from others and from experience.</p> <ul style="list-style-type: none"> • This post requires the post holder to be physically able to undertake the Trust's Personal Safety training. • Undertake Manual handling training and carry out tasks following an appropriate risk assessment. • Resilience in dealing with emotive service user issues. • Manage own emotions whilst preparing service user reports on a daily basis. • Able to identify own stressors and take appropriate action to prevent negative impact of this on wellbeing and seek appropriate and timely support. • Able to effectively manage their own emotions in response to the emotional distress of others. • Demonstrates empathy, sensitivity, self awareness and acceptance of others. • Able to prioritise workload, work with competing deadlines and organise time effectively. • Ability to network with a variety of teams, user and carer groups, and professional agencies • Ability to travel freely throughout the Trust. 		<p>clinical and staffing issues.</p> <p>Willing to assist colleagues to ensure effective service delivery throughout the Trust</p> <p>Creative thinker Self-reliant and resilient – able to respond positively to difficult situations</p> <p>Willingness to embrace organisational change</p> <p>Experience of delivering training</p>	
---	--	---	--