

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

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<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>	
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<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>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>	AF/IN/AS

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<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>	
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