



# Person Specification

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St. Helens Council

**Job Title: Fostering Team Manager**

**Ref No: ESCRA2**

Knowledge	E = Essential D = Desirable	Identified by
Knowledge and application of Children Act 1989 and other legislation including that relating to disabled children and their families.	E	Application / Interview
Child protection procedures, assessment framework and Children Looked After procedures.	E	Application / Interview
Performance management tools	E	Application / Interview
Skills and Abilities	E = Essential D = Desirable	Identified by
Good communication skills - verbal and written, including negotiation and delivering difficult messages	E	Application/Interview Assessment
Leadership and motivation of others	E	Application/Interview Assessment
Ability to chair meetings.	E	Application/Interview Assessment
Work in partnership with children and their families	E	Application/Interview Assessment
Decision making, based on evaluation of information	E	Application/Interview Assessment
Innovation and adaptable to change	E	Application/Interview Assessment
Prioritising and setting up systems of work.	E	Application/Interview Assessment
Planning, review and evaluation	E	Application/Interview Assessment

<b>Experience</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Minimum of 2 years experience working with children and their families	E	Application/Interview
Minimum of 2 years multi agency working	E	Application/Interview
Providing supervision	E	Application/Interview
Minimum 4 years post qualifying experience	E	Application/Interview
Management experience	D	Application
<b>Qualifications</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Social work: DipSW, CQSW or CSS	E	Application/Certificate
HCPC registration	E	Application/Certificate
Management Qualification	D	Application/Certificate
<b>Other Circumstances</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Willingness to use IT	E	Application/Interview
Ability to travel in the St Helens district	E	Application/Interview
Flexible approach to working hours	E	Application/Interview
Commitment to anti-discriminatory practice	E	Application/Interview

\* NB - If an applicant can not drive as they are precluded by disability applications are still welcome. Applicants are asked to provide a statement as to how they will be in a position to alternatively meet the requirement to enable the duties to be carried out effectively and efficiently with reasonable adjustments