



Person Specification

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St. Helens Council

Job Title: Advanced Practitioner

Ref No:

Knowledge	E = Essential D = Desirable	Identified by
Comprehensive knowledge and understanding of the Children's Act 1989, 2004, 2006, 2014 and associated guidance with particular reference to the Council's duties and responsibilities.	E	Application/Interview
Knowledge and understanding of complex child protection issues.	E	Application/Interview
An understanding of child development and the impact of abuse and deprivation on development.	E	Application/Interview
An understanding of the concept of working in partnership with families.	E	Application/Interview
An understanding of, and commitment to anti-oppressive practice.	E	Application/Interview
An understanding of Performance Management and its implementation.	E	Application/Interview/ Assessment
An understanding of up to date Adoption and Fostering legislation.	E	Application/Interview/ Assessment
Knowledge of service user involvement and how to implement this with a particular focus on proactively listening to the voice of the child.	E	Application/Interview/ Assessment
Knowledge and understanding of Leaving Care Act and its implications.	E	Application/Interview/ Assessment
Knowledge and understanding of Munro Report and recommendations.	E	Application/Interview/ Assessment
Understanding of recent guidance and legislation.	E	Application/Interview/ Assessment



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Skills and Abilities	E = Essential D = Desirable	Identified by
Ability to effectively chair multi-agency meetings.	E	Application/Interview
Effective written and verbal communication skills.	E	Application/Interview
Ability to write clear, concise reports and records.	E	Application/Interview/ Assessment
Ability to develop effective working relationship with colleagues and other agencies.	E	Application/Interview
Ability to represent the Department in formal meetings.	E	Application/Interview
Organisational Skills.	E	Application/Interview
Ability to engage service users in the delivery planning of services	D	Application/Interview
Ability to critically analyse and authorise care plans, assessments and court work, and give advice and feedback to social workers in relation to expected standards.	E	Application/Interview
Ability to deliver relevant briefings and training to qualified and unqualified social care staff.	E	Interview
Experience	E = Essential D = Desirable	Identified by
3 years post- qualification experience in a social work team including child protection work.	E	Application/Interview
Supervision of social worker, students or support staff.	E	Application/Interview
Chairing inter-agency meetings.	E	Application/Interview
Preparation of court reports and giving evidence in care proceedings.	E	Application/Interview
Experience of working with a range of Looked After Children	D	Application/Interview



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Qualifications	E = Essential D = Desirable	Identified by
CQSW, CSS, DipSW	E	Application/ Certificate
Registered Qualified Social Worker with the HCPC – Health and Care Professions Council, or will apply for registration before taking up the post	E	Application/ Certificate
Other Circumstances	E = Essential D = Desirable	Identified by
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview
Car Diver, with valid driving licence and access to vehicle	E	Application/Licence

* NB - If an applicant cannot 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.