



Person Specification

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St. Helens Council

Job Title: Independent Reviewing Officer Child Protection Chair and LADO

Ref No: ESCP24

Knowledge	E = Essential D = Desirable	Identified by
Knowledge of the legal basis for provision of services	E	Application/Interview / Presentation
Knowledge of child protection work and understanding of the needs of vulnerable children and young people	E	Application/Interview / Presentation
Knowledge of agencies roles and responsibilities in providing co-ordinated services to meet those needs	E	Application/Interview / Presentation
Knowledge of procedures relating to allegations made against professionals (LADO)	E	Application/Interview
Skills and Abilities	E = Essential D = Desirable	Identified by
Ability to demonstrate commitment to service improvement and service user involvement in the development process	E	Interview/ Assessment
Ability to lead, motivate, challenge and participate in a variety of groups as appropriate	E	Application/Interview Assessment
A capacity to act decisively and exercise sound professional judgement in complex cases involving high levels of risk	E	Interview/ Assessment
Ability to ensure that young people and their carers are able to participate effectively in assessment, planning and decision-making.	E	Application/Interview Assessment
Able to ensure that appropriate information is recorded and monitored, and able to analyse information to review and develop services	E	Application/Interview Assessment
Ability to exercise initiative, work co-operatively to resolve conflict and challenge appropriately	E	Application/Interview Assessment
Excellent written and verbal communication skills	E	Application/Interview

IT Skills	E	Presentation Application/Interview
Ability to meet tight deadlines	E	Application/Interview Assessment
Experience	E = Essential D = Desirable	Identified by
Experience of undertaking Child Protection Investigations	E	Application/Interview
Minimum of 3-years' experience as a social worker with children and families including looked after children, children in need and child protection	E	Application/Interview
Experience of chairing multi agency meetings	E	Application/Interview
Experience of inter-agency collaborative working	E	Application/Interview
Experience of working in a supervisory or consultative capacity with other workers.	E	Application/Interview
Experience of training activities, particularly inter-agency training involving the exercise of presentation skills	D	Application/Interview
Qualifications	E = Essential D = Desirable	Identified by
Social Work qualification – CQSW/CSS/DipSW or equivalent	E	Application / Certificate
GSCC Registration	E	Application / Certificate
Other Circumstances	E = Essential D = Desirable	Identified by
Must be able to attend meetings outside office hours on an occasional basis	E	Application/Interview
Commitment to anti-discriminatory practice	E	Application/Interview
Clean driving licence and access to a car	E	Application/Interview

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* 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