



Person Specification			
Post title	Shield Advanced Social Worker	Grade	M

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months * *

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a social worker in the field of a specialist service targeted to exploitation and missing.	CV/SS, I, P
S2	Be able to express an appreciation and understanding of current childcare legislation including child exploitation and missing legislation and guidance and its application to working practices	CV/SS, I, E, P
S3	Be able to apply 1 and 2 into effective working practice	CV/SS, I, E, P
S4	Ability to see/use advice and supervision appropriately. To manage and supervise a small number of staff members within Shield (non-social work).	I
S5	To provide high quality professional supervision using critical reflection and a range of other supervisory techniques to ensure high quality professional supervision is provided which is reflective and supportive to others. To complete reflective supervisions for ASYE and facilitate team learning sessions.	CV/SS, I, E
S6	To have an understanding of the role of other agencies	CV/SS, I, E
S7	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other	CV/SS, I
S8	Have the ability to manage time/self efficiently and effectively	CV/SS, I

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S9	To maintain and quality assure case records to a high standard and to write reports on individual young people, or particular pieces of work, as required, including in certain specified instances reports for the court, child protection conferences etc. Ensure that all Shield information systems are maintained and updated as policy and procedure dictates.	CV/SS, I
S10	To have experience in working with challenging young people and families.	CV/SS, I, E
S11	Skills in assessment, planning and interventions, including work with parents and carers. To lead on specialist child exploitation and undertake whole family child exploitation assessments and assess levels of risk in terms of exploitation. Prepare/formulate plans and deliver interventions to children and parents to ensure they are responding to their child's safeguarding and welfare needs and take account of their views, diversity needs and to address exploitation and missing concerns. To ensure other professionals are adhering to the plan including disruption of child exploitation perpetrators	CV/SS, I, E
S12	To ensure all assessments, plans and interventions are based upon the latest research guidance on Child Exploitation. To have extensive knowledge of trauma informed practices and have the ability to support and influence the wider multi-agency partnership to promote various therapeutic models	CV/SS, I, E
S13	An understanding of child development factors that lead young people to become involved in exploitation and missing. Ability to assess and manage risk and safeguarding	CV/SS, I, E, P
S14	Demonstrate an ability to adapt style of working to respond to equality and diversity factors. To act as a lead and manage a specialist caseload and to work directly with young people and their families that are assessed as being exploited (high risk), mainly open to Children Social Care. The role requires a particular focus upon child exploitation (sexual and criminal), trafficking and missing and working with the most difficult to engage cohort.	CV/SS, I, E
S15	To deputise in the absence of the Shield Team Manager and ensure all safeguarding has been responded to for child victims of exploitation and all forms of disruption is being taken against the perpetrators of exploitation. To analyse information coming into the team and allocate tasks to team members. To ensure that all staff safety has been responded to, including afterhours appointments. To be part of a weekend rota to process all missing episodes.	CV/SS, I, E

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Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Demonstrate an ability to communicate in an open and honest manner	I
P3	Demonstrate a commitment to improving services	I
P4	Demonstrate a commitment to continuous learning and development	CV/SS, I
P5	The ability to work evenings and weekends	I
P6	The ability to drive or equivalent mobility	I
P7	Demonstrate a commitment to working as part of a team in a flexible and responsible manner	CV/SS, I
Communication		
C1	Will need to demonstrate patience, flexibility, integrity, resilience, enthusiasm, sensitivity	CV/SS, I, E
C2	Verbal communication skills appropriate to a variety of settings, e.g. with colleagues at all levels, young people and their families and staff of other departments and agencies	CV/SS, I
Qualifications		
Q1	CQSW/DipSW/CSS	CV/SS, C
Q2	Registration with HCPC	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to use of authority and maintaining discipline

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Knowsley Council

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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