



PERSON SPECIFICATION

Post: Social Worker (Professionally Qualified) **Date Updated:** May 2025

	ESSENTIAL	DESIRABLE
A. QUALIFICATIONS & EXPERIENCE	a. Eligible applicants will be those who on the closing date of the competition: i. Must be registered in the Social Work Register maintained by the Social Work Registration Board at CORU And ii. Maintain live annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU And iii. Must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office iv. Be eligible to work in the state	• Minimum of 1 year's post qualification experience. • Experience of Inter-disciplinary team working. • Some years' experience of working in the disability sector. • Recent, relevant experience working with children and their families. • Experience working with children with disabilities.

B. ORGANISATIONAL & PROFESSIONAL KNOWLEDGE	• Good understanding of the social model of disability. • Knowledge and understanding of the theory and frameworks of assessment and intervention in social work. • Knowledge and understanding of child protection concerns and procedures.	• Knowledge of the role of other team members. • Knowledge of Inter-disciplinary working. • Broad knowledge of the Progressing Disability Services for Children and Young People with Disability Programme • Good knowledge of the disability sector.
C. Communication & Interpersonal Skills	▪ Displays effective written and verbal communication skills. ▪ Can build and maintain professional working relationships. Demonstrates the ability to articulate the social work perspective within an interdisciplinary team.	▪ Presentation skills. ▪ Ability to work collaboratively with others. ▪ Ability to provide group work and deliver training. ▪ Can describe complex information in simple terms. ▪ Demonstrate strong negotiation skills
D. Organisational & Management skills	▪ Demonstrates the capacity to plan and deliver care in an effective manner within a family centred model. ▪ Ensures services are delivered to a high standard. ▪ Ability to set targets and appropriately prioritize service provision.	▪ Awareness of the importance of resource management.
E. Team Working	▪ Demonstrates the ability to work collaboratively with others. ▪ Understands the importance of teamwork and understands the value of their contribution. ▪ Understands complexity of team working.	▪ Ability to share skills and learn skills from others ▪ Ability to co-ordinate work with other team members.
F. Judgement & Evaluation	▪ Shows ability to formulate, articulate and demonstrate sound clinical and professional reasoning. ▪ Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. ▪ Establishes integrity in approach to work by fully considering professional, ethical and safety factors when making decisions.	▪ Problem solving skills.
G. Professional Development and Standards in the Service.	▪ Has an awareness and understanding of legislation and professional requirements in order to carry out their duties in a	

	compliant manner that meets best practice. ▪ Understands the importance of professional supervision, engagement in reflective practice and ongoing Continuous Professional Development.	
H. Special Aptitudes & Circumstance	• Innovative and creative. • Flexibility, adaptability and openness to change. • Ability to deliver service across large geographic area. • Proactive approach to work. • Shows initiative and determination. • Has a full clean driving licence valid in the jurisdiction and access to own transport.	• Ability to work in an interdisciplinary team and across teams.