

LONDON BOROUGH OF LEWISHAM

CYP Directorate

PERSON SPECIFICATION

JOB TITLE: Independent Reviewing Officer
Safeguarding and Quality Assurance Service

POST NO:

DIVISION: Families Quality and Commissioning

GRADE: Scale Point 41 - 43

The Person Specification is a picture of skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the short-listing and interview process for this post.

Those categories marked 'S' will be used especially for the purposes of short-listing. Only those applicants who meet these requirements will be short-listed. You should therefore address them fully in your application form.

CATEGORY	ESSENTIAL REQUIREMENT
JOB RELATED KNOWLEDGE, EXPERIENCE AND COMPETENCIES	S
Knowledge:	
<ul style="list-style-type: none">• Of current legislation, guidance and research in relation to all aspects of work with children and their families, particularly in looked after children, permanency and safeguarding.	S
<ul style="list-style-type: none">• Of current policy and practice issues in respect of children's services.	S
<ul style="list-style-type: none">• Of issues faced by families from minority ethnic communities, or other minority groups.	S
<ul style="list-style-type: none">• Of the broad principles of the National Minimum Standards for Fostering, Adoption, Children's Homes and Residential Special Schools	S
<ul style="list-style-type: none">• Of the wider context of provision of children's services	
<ul style="list-style-type: none">• Of interagency structures for children and families service delivery	
Experience:	
<ul style="list-style-type: none">• Significant experience in children's social work including with children in our care.	S
<ul style="list-style-type: none">• Of supervising and managing children's social work practice,	S

including children in our care.

- Of working within an interagency context.
- Of providing consultation and advice to social services and other agencies' staff, on issues of care planning for children in our care. **S**

Competencies

- The ability to assist in building strong working relationships in a team, with other parts of the Children's & Young People's Directorate, with other Council Directorates, partner agencies and service users with the aim of collectively achieving service objectives.
- The ability to take decisive action, based on the options that are available, so that service objectives are successfully achieved **S**
- The ability to manage risk and to hold the inherent tension of balancing risk to the organisation and risk to the child. **S**
- The ability to constructively, assertively and effectively challenge practice and to identify issues for resolution by managers **S**
- The ability to seek ways of improving services or working practices, and to respond constructively to implement changes that are introduced by others **S**
- The ability to focus on objectives and delivering outcomes that meet or exceed service expectations.
- The ability to communicate to a high standard in written and oral form, including the use of IT systems. **S**
- The ability to provide written information, including data, in a timely, coherent and effective way **S**
- The ability to act on own initiative, and to work quickly and competently

General Education:

- DipSw/SW Degree or equivalent qualification recognised by the HCPC (now Social Work England)

Personal Qualities:

- Flexible, self motivated, excellent communication skills
- Ability to work evenings and weekends when necessary

Physical:

- Generally must meet LBL requirements for the post.

**Equal
Opportunities:**

- Commitment to implement the Council's Equal Opportunities policy.
- Demonstrable understanding of Equal Opportunities issues in relation to staffing and service provision

If you are a disabled person, but you are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.