

Person Specification

Job Title: Independent Reviewing Officer	Grade and Salary:
Base: North Shields/Middlesbrough	Team:

Assessment method – A= application, I = Interview, T = test/presentation, R = references, S = shortlisting

Essential Criteria		Desirable Criteria
Qualifications and Training		
 Minimum of 5 GCSE's including English Language and Mathematics at grade C or above (or equivalent qualification / experience) Evidence of Continuing Professional Development Social work qualification (CQSW, DipSW, CSS, BA in Social Work or equivalent) and registration with Social Work England 	A /S A/ S/I	
Knowledge and Experience		
 Experience of effectively chairing meetings within children's social care. Knowledge and experience of working within a fostering service or working with care experienced children. Knowledge and understanding of the implementation of National Minimum Standards: Fostering Services, the Fostering Services Regulations and Ofsted's inspection framework. Knowledge of childcare legislation, particularly pertaining to care planning, and safeguarding children An understanding of the role of independent fostering agencies. Experience of managing performance, setting and monitoring standards. Commitment to training and personal development 		Experience of social work at a management level
Skills		



 Excellent report writing skills Ability to analyse information Excellent communication, time management and organisational skills to respond flexibly to the 		
 demands of the post and to prioritise and meet deadlines. Competent in the use of 		
electronic systems, databases and IT.		
Safeguarding and promoting the		
welfare of Children and Young People		
 A developed understanding of safeguarding, and the legislative 	A/I	
 safeguarding framework Understands the principles of confidentiality 	I	
 Recognises the limits of the authority within the role 	A/I	
Working within professional boundaries		
Accepts responsibility and	1	
accountability for own work and	·	
can define the responsibilities of		
others		
	A /I	
Ability to maintain clear	A/I	
professional boundaries when		
working with foster carers,		
children and young people		
Personal Qualities		
• Treat people in a fair and non –	1	
judgemental way and with dignity		
and respect and promotes		
children and young people's		
, , , ,		
equality, diversity and rights	A/I	
Committed to the best outcomes		
for children and young people	A /I	
 Demonstrates understanding and 	A/I	
clear commitment to the values		
of the agency		
Understanding of the not for profit	A	
Sector		
Emotional awareness		
Listens to and understands	l –	
directly and indirectly expressed		
feelings	1	
 Shows respect for the feelings of 	-	
others, their views and individual circumstances		
Self awareness	1	



 Has a balanced understanding of self and others Can demonstrate flexibility in approach Shows a realistic understanding of the challenges of working with children and young people Self sufficient and self motivated with the ability to work independently or in a team, recognising when issues need to be escalated or require input from other 	I I A/I
Job circumstances	
 Ability to work flexibly to meet the needs of the service, which may include occasional evenings and weekends. Current full driving licence. 	A/I/ S A/ S