

# Person Specification

Post Title: Social Worker		Grade: 6	Department: Family Support Team, Clinical Services	
Criteria relevant to the job	Essential Requirements necessary for safe and effective performance in the job	Method of Assessment	Desirable Where available, elements that contribute to improved/immediate performance in the job	Method of Assessment
Qualifications and Training	<ul style="list-style-type: none"> <li>Recognised qualification in social work e.g. SW degree, CQSW, DipSw</li> <li>Registered with Social Work England</li> </ul>	Application form and interview		Application form and interview
Experience	<ul style="list-style-type: none"> <li>Experience of providing social care and support to people with palliative/end of life care needs</li> <li>Experience of working with grief and loss</li> <li>Assessing clients and setting up support on discharge</li> <li>Experience of providing psychological and emotional support to meet pre and post bereavement needs</li> <li>Experience of multi-professional working</li> <li>Experience of safeguarding procedures and liaison with local authority safeguarding teams.</li> </ul>	Application form and interview	<ul style="list-style-type: none"> <li>Experience in training/teaching</li> <li>Experience of working with children &amp; young people</li> <li>Experience using SystemOne database</li> <li>Significant experience of providing social care and support in a hospice/end of life care setting</li> </ul>	Application form and interview

<p>Skills and Knowledge</p>	<ul style="list-style-type: none"> <li>• Thorough knowledge and understanding of social work practice issues and safeguarding policy and practice</li> <li>• Good understanding of current social policy issues</li> <li>• Knowledge of local safeguarding adults procedures</li> <li>• Knowledge of current palliative care policy &amp; practice</li> <li>• Relevant legislation and guidance including Care Act, Mental Capacity Act, DOLS</li> <li>• Understand the emotional, physical and financial impacts of illness, disability, and bereavement on individuals and their families</li> <li>• Skills in assessment, support and discharge planning</li> <li>• Ability to work reflectively and use supervision effectively</li> <li>• Ability to work effectively and collaboratively with other professionals</li> <li>• Effective team worker</li> <li>• Excellent communication and interpersonal skills</li> <li>• Good organisational skills</li> <li>• Good IT skills</li> <li>• Prioritise workload</li> </ul>	<p>Application form and interview</p>	<ul style="list-style-type: none"> <li>• Knowledge and experience of facilitating groups</li> <li>• Supervisory/management skills</li> <li>• Understand the role of volunteers</li> </ul>	<p>Application form and interview</p>
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Personal Attributes	<ul style="list-style-type: none"> <li>• Ability to act on own initiative as well as a team member</li> <li>• Positive and friendly approach to staff, volunteers, patients, and their families</li> <li>• Ability to keep information confidential, including patient details</li> <li>• Excellent communication skills with the ability to put people at their ease</li> <li>• Able to form good working relationships with other staff and volunteers.</li> <li>• Good motivational skills</li> <li>• Work in an empowering, person-centred way</li> <li>• Tact and diplomacy in dealing with a variety of situations</li> <li>• Self-aware and able to deal with &amp; identify own stress</li> <li>• Flexible in attitude to work, and undertaking of role</li> <li>• Understanding of and commitment to equality of opportunity and diversity procedures</li> <li>• Demonstrate commitment to the values of St Cuthbert's Hospice</li> <li>• Motivated and passionate about palliative care</li> <li>• Able to evidence behaviour consistent with the Hospice values of professionalism, choice, integrity and reputation</li> </ul>	Interview		interview
Special Requirements	<ul style="list-style-type: none"> <li>• Independently mobile with the ability to travel between the Hospice &amp; the local community</li> </ul>	Interview		interview

**Signature of Post holder:** ..... **Date:** .....

**Signature of Manager:** ..... **Date:** .....