



**PERSON SPECIFICATION  
SENIOR ADOPTION SOCIAL WORKER**

QUALIFICATIONS	ESSENTIAL	DESIRABLE
Recognised social work Diploma, Degree qualification	X	
3 years post qualified working in Children's & Families Team (permanency planning) or in an Adoption setting	X	
Registration with Social Work England	X	
<b>KNOWLEDGE</b>		
Public and private law relating to children	X	
Working knowledge of Children Act 1989, Adoption & Children Act 2002, Children & Families Act 2014 and associated guidance and standards	X	
Child and adolescent development and behaviour	X	
Child neglect and physical, sexual and emotional abuse	X	
Thorough understanding of attachment issues and the principles and effects of separation and loss on children	X	
Racial awareness	X	
Undertaking & practice knowledge of Early Permanence placements- within the context of early permanency planning for children	X	
Understanding of thera-play/therapeutic parenting and the benefits of PACE parenting (DDP etc)	X	
<b>SKILLS</b>		
Ability to relate to adults, children and young people	X	
Evidence of sound computer literacy	X	
Ability to communicate to a high standard both verbally and in writing, with internal and external agencies	X	
Ability to produce accurate records and understand the legal implication of recording practice	X	
Ability to produce coherent, well evidenced and analytical reports	X	
Able to work in an anti-discriminatory way	X	
Ability to manage a varied caseload and workload demands	X	
Ability to use initiative and be accountable for practice	X	
Ability to work to deadlines	X	
Ability to work in partnership with other professionals	X	
Ability to work with group processes	X	
Ability to work constructively as part of a team	X	

<b>PREVIOUS EXPERIENCE</b>		
Work within the context of a statutory or voluntary child care agency	<b>X</b>	
<b>ATTITUDES AND VALUES</b>		
Flexible and positive commitment to Adoption	<b>X</b>	
Respect for the confidentiality of all users of the services offered	<b>X</b>	
Keen sense of justice and determination to challenge discrimination in any form	<b>X</b>	
Honesty, integrity and non-judgemental in activities related to the work of the Agency	<b>X</b>	
Commitment to equal opportunities	<b>X</b>	
Commitment to professional training and personal development	<b>X</b>	
Commitment to supervision processes and ability to seek advice as appropriate	<b>X</b>	
Commitment to promote and deliver a positive vision of the Agency and its work	<b>X</b>	
<b>OTHER FACTORS</b>		
Car owner		<b>X</b>
Current driving licence		<b>X</b>
Flexibility for occasional weekend and evening working	<b>X</b>	
A willingness to cover a wide geographical area	<b>X</b>	