



Person Specification

Note To Applicants

The points that are marked 'E' are the essential requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

Job Title	Foster4 Therapeutic Practitioner
Grade	8
Directorate	Families and Wellbeing
Service	Foster4

Criteria

Experience		
Experience of working effectively in a busy and pressured environment using own initiative to prioritise work and meet deadlines	A/I	E
Experience of working with children, young people and families	A/I	E
Good understanding of equality, diversity and inclusion and how to promote positive values	A/I	E
Good understanding of Child Protection and Health and Safety Legislation	A/I	D
Experience of working in a social care environment and awareness of the issues and service pressures	A/I	D
Experience of working in an interagency or multi-disciplinary environment	A/I	D
Experience of working within a target and results driven environment	A/I	D
Experience of record keeping	A/I	E

Skills and Abilities		
Ability to assess risk, create, implement and review plans to both address risk and promote positive outcomes for children and young people.	A/I	E
Able to relate to, and communicate effectively with, children, young people and their families/carers.	A/I	E
Ability to deliver therapeutic family practice utilising a range of evidence-based approaches (e.g. systemic practice), methods and techniques.	A/I	E
Ability to foster good inter- and intra-agency communication and to listen sensitively to different perspectives and work alongside professionals from a variety of services.	A/I	E
Ability to produce and present written information which is accurate, detailed, prepared to a high standard and within tight timescales for court and other relevant meetings.	A/I	E
Ability to present information orally which is coherent and relevant to the requirements of the meeting/panel.	A/I	E
Ability to use computers and other information technology competently and as an effective resource.	A/I	E
Ability to use reflective practice to continuously improve own performance.	A/I	E
Able to interpret and use management information to ensure continuous improvement in professional practice and standards.	A/I	E
The ability to work effectively as part of a team.	A/I	E
Ability to supervise students if appropriately trained and qualified to do so.	A/I	E

Education, Qualifications and Knowledge		
Degree level qualification in social work or other relevant degree e.g. youth work, childhood studies.	C /A/I	E
Commitment to work towards Therapeutic Practice qualification.	I/A	E
Relevant qualification or undertaking training in an evidence based therapeutic model. (e.g DDP)	A/I	D
Thorough understanding of risk factors that impact on children and young people's safety and wellbeing.	A/I	E
Thorough and comprehensive assessment skills.	A/I	E
Knowledge of children's social care legislation and guidance.	A/I	E
Knowledge of other legislation e.g. education and housing relating to children's services.	A/I	D
Knowledge of child development. E (A/I	A/I	E

Other Requirements		
Enhanced DBS <i>plus Children's/Adults Barred List</i>	A	E
Ability to work regularly outside normal office hours, including evening and weekend work	A	E
Willingness to take the lead in delivering Therapeutic Care Training.	A/I	E
Full Driving Licence – it is essential that the post-holder can travel across the region on a regular basis	C	E

Commitment To Equal Opportunities		
Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	A/I	E

Commitment To Service Delivery / Customer Care		
Committed to providing excellent customer experience and embedding customer focus in all aspects of service delivery.	A/I	E

Climate and Sustainability		
Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.	A/I	E

Methods of Assessment Key		
A Application Form	I Interview	C Certificate
T Test	P Presentation	AC Assessment Centre

Review Arrangements
The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently, the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.

Prepared / Revised By	Alexandra Kinsella
Role	Foster4 Programme Manager
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