



worcestershire county council

PERSON SPECIFICATION

Post Title: Reviewing Officer (Qualified)
Directorate / Division: Adult & Community Services
Scale: SCP 26 – 30/31- 34 / *36 linked to PQ

Qualifications / Training:

It is **essential** that the postholder has:

- A professional qualification e.g. DipSW, CQSW, Nursing, Physiotherapist, Occupational Therapist
- Commitment to training and professional development

It is **desirable** that the postholder has:

Experience / Knowledge:

It is **essential** that the postholder has:

- substantial knowledge of the assessment of needs for older people and disabled people
- substantial knowledge of good care practice in Rest and/or Nursing Homes and within the Community
- knowledge of disabling conditions.
- specialist relevant legal knowledge.
- sound experience in care management and assessment
- experience of working with older people and other adults
- experience of multi-disciplinary working, planning and reviewing

It is **desirable** that the postholder has:

Skills and Abilities:

It is **essential** that the postholder has:

- strong assessment and interviewing skills. The ability to discriminate between a needs led assessment and a service led assessment.
- well developed rapport skills.
- the ability to communicate clearly both orally and in writing.
- good inter-personal skills and the ability to relate to a wide range of people.
- the ability to organise his/her work effectively.
- the ability to relate well at all levels and be an effective team worker.
- good finance and numeracy skills.

- strong organisational and prioritising abilities.
- the ability to confront poor practitioners and poor practice.
- ability to travel throughout the county.
- a strong commitment to client self determination
- a strong belief in the rights of client's privacy, dignity and choice
- to have a flexible approach to work and be adaptable to change
- the ability to work autonomously
- to demonstrate proactive ideas in preventative care
- a commitment to equal opportunity, anti-discriminatory and anti-oppressive principles and practice
- a commitment to developing service user and carer involvement in the planning and delivery of assessment and care management
- a willingness to become involved in costing care plans and budgetary control

It is **desirable** that the postholder has:

ADDITIONAL FACTORS

Commitment to equal opportunities, anti discriminatory and anti-oppressive practice
Commitment to training and professional development
Ability to travel throughout the county