



PERSON SPECIFICATION
ADOPTION SOCIAL WORKER
September 2025

QUALIFICATIONS	ESSENTIAL	DESIRABLE
Recognised social work Diploma, Degree qualification	X	
Registration with Social Work England	X	
Completed Practice Educator training		x
KNOWLEDGE		
In depth knowledge and experience of childcare law and practice including all relevant legislation, practice guidance, relevant national policies and procedures relating to adoption.	X	
Understanding the holistic needs of children, young people and their families facing adoption, including attachment, and the impact of trauma, abuse and neglect	X	
Knowledge of interventions used in direct work with families and children	X	
Specific knowledge in relation to adoption assessments and support.	x	
Experience of completing Par reports, attendance at adoption panels, family finding and support of adoptive placements.	x	
Specific knowledge in relation to 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	
SKILLS		
Ability to relate to adults, children and young people	X	
Ability to prioritise a varied and complex workload, meet competing demands and keep to deadlines	x	
Able to use initiative, anticipate issues, solve problems creatively and be accountable for decisions made	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 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	
Ability and willingness to support and be responsible for Social Work students within the teams.	x	
PREVIOUS EXPERIENCE		
Work within the context of a statutory or voluntary childcare agency	X	
3 years post qualified working in Children's & Families Team or the permanency sector (fostering, adoption kinship etc)	X (Senior post)	X
Experience of case holding complex adoption cases through assessment and in post placement support.	x	
Experience of supporting complex post adoption support cases, including those at risk of disruption, those with a range of professionals involved, those accessing therapeutic interventions etc.	x	
Experience of working with children/families in an assessment and permanency planning setting	x	
Experience of working in partnership with other professionals, agencies and stakeholders	x	
Experience of working for a charity or not-for-profit organisation		x
Experience of providing support to newly qualified staff and non-qualified staff within teams		x
ATTITUDES AND VALUES		
Flexible and positive commitment to family placement through Adoption	X	
Respect for the confidentiality of all users of the services offered	X	
Keen sense of justice and determination to challenge discrimination in any form	X	
Honesty, integrity and non-judgmental in activities related to the work of the Agency	X	
Commitment to equal opportunities	X	
Commitment to professional training and personal development	X	
Commitment to supervision processes and ability to seek advice as appropriate	X	
Commitment to promote and deliver a positive vision of the Agency and its work	X	
OTHER FACTORS		
Car owner		X
Current driving license		X

Flexibility for occasional weekend and evening working	X	
A willingness to cover a wide geographical area	X	