**CITY OF WOLVERHAMPTON COUNCIL**

**PERSON SPECIFICATION**

**Post Designation:** Deprivation of Liberty Safeguards: Best Interest Assessor ( BIA) **Grade:** Grade 7

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| **Job Purpose and Role:** | As outlined in Job Description: to carry out assessments and reviews under the Deprivation of Liberty Safeguards 2007 (Amendment to Mental Capacity Act 2005) to establish if a person is being deprived of their liberty, the deprivation is in the person’s best interests , the deprivation is necessary to prevent harm to the person and the deprivation is a proportionate response to the likelihood of the relevant person suffering harm and the seriousness of that harm |

| **FACTORS** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
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| **Qualifications** | * The post holder will hold : a Professional Social Work qualification and registered with Social Work England.   or   * a first level nurse, registered in Sub-Part 1 of the Nurses’ Part of the register maintained under Article 5 of the Nursing and Midwifery Order 2001   or   * an occupational therapist registered under Part 6 of the register maintained under Article 5 of the Health Professions Order 2001   or   * a psychologist registered in Part 14 of the Register maintained by the Health Professions Council or a chartered psychologist who is listed in the British Psychological Society’s Register of chartered Psychologists and who holds a relevant practicing certificate issued by the Society | Degree or professional qualification in law. | Application form  Interview |
| **Training** | Evidence of CPD  DoLS Best Interest Assessor training |  | Application form/  /Interview |
| **Experience** | At least two years post registration practice in that profession  Significant experience of Mental Capacity Act and Deprivation of Liberty Safeguards.  Experience of working within Safeguarding Adults procedures  Experience of developed report writing skills  Evidence of care planning for vulnerable adults including producing effective protection plans  Evidence of applying risk assessments principles with vulnerable adults | Project management  Change management  Evidence of chairing complex case meetings | Application form/  Interview/test |
| **Experience (cont’d)** | Evidence of sound professional practice, standard setting and monitoring service provision    Operating within a political framework  Operating within a performance management framework  Evidence of one year or more of practising as a BIA either as part of a BIA rota or completion of minimum of 12 assessments. | Experience of giving presentations | Application form/interview/test |
| **Special Knowledge and**  **Skills** | Proven knowledge of the Mental Capacity Act and Deprivation of Liberty Safeguards.  Proven knowledge and understanding of policy and procedures in relation to adult social care and legislation.  Ability to interpret national policy and legislation  Excellent written and presentational skills  Influencing , analytical and negotiation skills  Ability to meet challenging deadlines and balance competing priorities successfully  Ability to demonstrate knowledge and a good understanding of practice standards, professional and occupational requirements.  Excellent assessment skills  Ability to work in isolation and also as part of a team.  Ability to assess practice and mentor trainee and or recently qualified BIAs  Able to demonstrate the ability to communicate with a diverse range of clients in different situations.  Demonstrate in work use of anti- discriminatory practice and advocacy of clients. | Knowledge of evaluation techniques  IT skills  Ability to demonstrate knowledge of different theories and methods and use analytical and problem solving skills. | Application form/  Interview/test |
| **Personal Qualities** | Able to work with a range of professionals and across professional and agency boundaries  Well-developed inter-personal communication skills  Influencing and negotiation skills across all levels  Can demonstrate innovative achievements.  Results orientated approach  Clear thinking and analytical skills  Self-motivator  Ability to be creative and innovative  Ability to effectively manage conflict |  | Application Form  Interview |
| **Interest And Motivation**  **Relevant To The Job.** | Commitment to multi-agency working  Commitment to producing effective high quality information  Commitment to evidence based good practice |  | Application form  Interview |
| **Commitment** | Equal Opportunities and anti-discriminatory practice  Maximising use of available resources |  | Application form/  Interview/ test |