# Shortlisting questions for Senior Social Worker SCDS

## Guidance for applicants

As part of your application, you will need to provide answers to some shortlisting questions.

Do not send this document as a separate attachment. You will answer these questions on the online application system.

Your answers to the shortlisting questions are the most important part of your application. They will be used in the shortlisting process to assess whether:

* you meet the essential requirements for the role set out in the person specification
* you should be offered an interview.

Before you start your application, please read our guidance on [completing the application form](https://www.brighton-hove.gov.uk/jobs/council-jobs/application-form-guidance) and [on answering shortlisting questions](https://www.brighton-hove.gov.uk/jobs/council-jobs/shortlisting-questions-guidance). These give important advice which will increase your chance of success in the shortlisting process.

These are the questions you will be asked in the online application for this role. Do not answer them on this document. Instead, add your answers in the boxes that will appear as you go through the online application process.

Q1.  Please outline the experience you have of supporting vulnerable children / adults with complex needs within a multi agency context.

Q2.  How do you handle disagreements or conflicts within your team or with other professionals involved in a case?

Q3.  What experience do you have of providing guidance and supervision to other, less experienced workers within your current or previous roles that would be beneficial to the role of Senior Social Worker in the SCDS.

Q4.  What experience do you have of writing complex assessments, analysing information, and making recommendations to inform Care Planning in terms of permanence. How have you managed competing deadlines?

Q5.  What experience to do you have in relation to working with Service Users who have experienced attachment and trauma difficulties in their lives.  How and what have you used to analyse and inform your care planning and assessment?

Q6.  What is your understanding of anti-racist practice. Can you provide an example of this either through your work or life experience?