

Job Profile

Social Worker Adults

Grade: I

Date updated: February 2017

About the job

Working in line with statutory practices, Social Workers are typically tasked in a multiagency context; they manage a range of complex cases and work across a wide range of areas, e.g. older people, learning disabilities and physical disabilities. As a Social Worker at Gloucestershire County Council the post involves championing the voice of service users, carers and families.

This is what we need you to do...

- To manage caseloads involving vulnerable service users and/or those with complex problems, taking action where necessary to protect the users and others in emergency situations.
- To make timely and appropriate assessments of individuals social care needs, in collaboration with health and other relevant agencies, taking into consideration the wishes of the individuals and carers.
- To produce succinct, well-structured records and reports, clearly recording and reporting analysis and judgement. In addition, maintain appropriate and timely records on work undertaken in adherence with Data Protection.
- To secure the delivery, within financial resources available, of services to meet assessed needs.
- To maintain a range of costed resource information accessible to users, carers and other colleagues.
- To maintain an effective system for co-ordinating, monitoring and reviewing care plans and service standards.

Special Conditions:

- This post is subject to an enhanced Disclosure and Barring Service (DBS) check and you will be asked to apply for DBS check, if you are offered the position.
- This post involves travel throughout Gloucestershire.
- This post may involve work out of normal office hours.

Qualifications:

Essential

- Degree in Social Work or equivalent
- Current registration with HCPC
- Evidence of Assessed and Supported Year in employment

Desirable

- Post Qualification Social Work training

Monitoring and ongoing development of outcomes:

As part of the annual job appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

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The ideal candidate will have...

Experience:

- Experience of working with vulnerable adults and in responding to their needs in a social work/care setting.
- Experience of managing complex caseload, including working with people experiencing a range of physical disabilities, medical, mental health difficulties and learning difficulties.
- Experience of working within a 'self-direct support' context and use of associated assessment tools, e.g. FACE.

Knowledge, Skills and Understanding:

- Can demonstrate the ability to undertake assessment of needs, make informed and evidence based eligibility decisions, risk assess and undertake support planning.
- Can demonstrate the ability to work under pressure to problem solve through prioritisation, negotiation and decision – making skills.
- Has evidence of good interpersonal skills, good oral/written communication and numeracy skills.
- Has evidence of good keyboard skill and the ability to use various IT packages.
- Has evidence of a sound knowledge of current legislation framework in reference to the Care Act, e.g., eligibility/MCA/Safeguarding.

Behavioural attributes:

- Works flexibly, efficiently and effectively, reducing costs and eliminating waste. Recognises political context
- Appropriately challenges and questions what we do and how we do it.
- Team worker – works with team members, partners and stakeholders to deliver services together.
- Resilient and deals positively with change
- Provides quality within resources available
- Takes ownership for own work area and development and works in the best interests of GCC, and the Community
- Engaged in organisational goals and understands the context of their environment, makes it their business to understand organisational changes.

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