

Job Profile

Senior Social Worker

Grade: Grade 9

Date Updated: October 2019

About the Job

- To work closely with children, young people and their families, other staff within the service function and partner agencies to provide support and protection for children and young people in need and at risk.
- To promote a range of services which carry out statutory duties as required by legislation and guidance.
- To assess the needs of children, young people and families to plan and implement suitable multi-agency interventions and service provisions to meet need and review outcomes.

This is what we need you to do:

- Manage a caseload with a high level of complexity and risk including those children subject to care proceedings and child protection plans.
- Act in a consultative role to less experienced social workers to ensure reflective practice in all single or multi-agency assessments, including the development of outcome focussed plans. This will include supporting less experienced staff with court proceedings, chairing core group and multi agency meetings, and facilitating family group meetings.
- Responsible for modelling a high standard of practice in relation to own casework, including good quality case recording and report writing.
- Provide mentoring and specialist consultation or advice to colleagues and other professionals.
- To undertake direct work with children, young people and families in order to manage risk and achieve the sustained and positive outcomes identified in assessments and plans.
- Attend relevant meetings which require high level professional input.
- Maintain and facilitate professional working relationships with all stake holders to ensure the effective delivery of services.

- Support advanced practitioners to improve social work practice.
- To undertake training and development as required including on going post qualification professional development.
- Be accountable for own practice ensuring it is of high quality and reflect best practice.
- Support, promote and safeguard the welfare of children and young people.

Special Conditions

- Registration with HCPC and enhanced DBS.
- Nature of the post requires flexibility to meet urgent work needs as they arise. This will inevitably entail some work outside normal office hours and other locations across Gloucestershire.
- Must hold a driving licence and have access to a car.
- Postholder must meet the competency based criteria

The ideal candidate will have:

Experience

- Substantial relevant post qualifying experience of working effectively within a statutory children's services fieldwork team and with children/young people and their families who are assessed as having very complex needs.
- Experience and understanding of effective multi agency working to achieve positive outcomes for children/young people and their families.
- Ability to apply a critical and ethical understanding of legislation, including reference to case law, and statutory frameworks within which social work is practiced.
- To understand and work effectively and sensitively with difficult to engage users.
- Experience of mentoring and/or supervising work of others including the ability to use knowledge and skills to inform, advise and inspire, through mentoring, teaching, assessing and supervising, social work students, other less experienced colleagues or other professionals.

Knowledge, Skills and Understanding

- Expertly uses a wide range of frameworks for assessment and intervention
- Understands and applies the key concepts of attachment, separation, loss, change and resilience;
- Informs, guides and models good practice in the application and understanding of identity and diversity;
- Anticipates, assesses and manages risk and supports others to develop these skills;
- Applies legal and policy frameworks, legal reasoning and communicates legislative issues to other professionals and agencies;
- Routinely and efficiently applies critical analysis and reflection to complex cases;
- Through assessment and planning ensure that the risk to children is understood and there is an active plan to manage this.

Monitoring and ongoing development of outcomes

- Communicates skilfully and confidently, building relationships and maintaining engagement in complex, high risk or hostile situations.
- Takes an active and leading role in inter-professional and inter-agency work.
- Practices with a high level of responsibility and autonomy, subject to the constraints of managerial accountability.
- Plays a leading role in practice development which sustains a learning culture.
- Able to develop the necessary skills and knowledge required for the assessment and management of social work students.

Behavioural attributes

- Able to cope and function effectively when working in a pressurised environment
- Emotionally resilient
- Non-judgemental and caring attitude
- Demonstrates Gloucestershire Leader/Employee Behaviours.

Education & Qualifications

Essential

- MA/MSc/BA/BSc in Social Work or relevant HCPC approved qualification e.g. DipSW, CQSW, CSS
- HCPC registered.

Desirable

- Post qualification awards or willingness to work towards completion.
- Practice Teachers Award or Practice Educator Stage I and Stage II Qualifications or willingness to work towards completion.

As part of the annual 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.