

Job Profile

AGENCY ADVISER FOSTERING (CHILDREN'S SERVICES)

Grade: 11

created: March 2019

About the Job To Lead and Manage Children's Social Care Services within a Performance Management Framework to improve outcomes for service users and deliver the council's plans, priorities and strategies, to achieve maximum effectiveness, efficiency and value for money, consistent with good practice.

This is what we need you to do...

- To provide specialist advice and consultation to Senior Management Decision Maker and senior managers in all matters relating to fostering planning.
- To lead on the appointment, appraisal and termination of the statutory independent fostering panel members.
- To organise the induction of individual panel members and to organise the training programmes for the Fostering Panel.
- To take a lead role in ensuring quality assurance of documents presented to the panels and to the Agency Decision Makers.
- To report back to senior managers and teams on any issues raised in the panels and /or in the agency decision making meetings.
- To link regularly with the legal advisers and medical advisers to assist the timeliness of plans for children.
- Provide day to day management and supervision of the Foster Care Reviewing Officer, providing appropriate support, supervision, and performance management to ensure the
- Lead and provide a culture of continuous professional development, keeping up to date with government guidance and legislation and evidence based practice.
- To manage the budget of the team effectively and take actions to ensure the budget does not overspend.
- To keep information available to Fostering Panel up to date.
- To take the lead in specific county wide projects or areas of strategic work as designated by the Operational leadership Team
- To manage complaints effectively and ensuring complaints are resolved as quickly as possible, and ensuring responses to complaints are of good quality and reflect understanding of the customer issues

delivery of high quality services, the safety and well-being of relevant staff and effective use of resources.

- To assist in the overall quality assurance framework of the fostering service by a range of means including file audit, observations, and reflective supervision, and any other means as outlined in the quality assurance framework, and contribute to further developments of the framework.
- To make good use of performance information to drive up standards in the service.
- To take accountability where relevant for the legal process on behalf of the Council, attending Court as necessary.
- To Chair a range of meetings as required ensuring high quality decision making for users of the service.
- To seek continuous feedback from service users, social workers, and other professionals who attend the panels and to address issues that arise.
- To respond to themes and issues that arise and collate information for regular reporting.
- To represent the agency at regional meetings of panel advisers.
- Demonstrate clear decision making, and problem solving to ensure effective risk management, planning and good

Special Conditions

- This position is subject to an enhanced Disclosure and Barring Check, and you will be asked to apply for a Disclosure Certificate if you are offered the position.
- The nature of this post requires flexibility to meet urgent work needs as they arise. This will inevitably entail work outside of normal working hours.
- The post holder must hold a clear and valid driving licence or have the ability to travel around the County.

outcomes for service users and their families.

Monitoring and ongoing development of outcomes

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.

The ideal candidate will have...

Experience

- At least five years post qualifying social work experience of working within children's social care
- Supervisory experience.
- A proven track record of good interpersonal and communication skills.

Knowledge, Skills and Understanding

- Recognise the high level of confidentiality required in relation to service users, carers and families and ensure sufficient security of such information, at all times.

Education & Qualifications

Essential

- Qualified Social Worker and registered Social Work England
- Evidence of continuous professional development.

Desirable

- Management qualification or working towards qualification.

Monitoring and ongoing development of outcomes

Behavioural attributes

- Demonstrates Gloucestershire Leader/Employee Behaviours.
- Undertakes all duties in a manner, which supports the council's equal opportunities policy, in relation to service users and staff, treating both groups with respect and without bias.
- Prioritises risk assessment/management, health and safety towards service users, staff and the wider organisation, carrying out their legal responsibilities for ensuring risk assessments are made and action taken.
- Provides effective leadership, demonstrating drive, enthusiasm and commitment, with a positive approach to change.
- Demonstrates adaptability, flexibility and transferable skills and carries out any other unspecified duties which are consistent with the grade and general characteristics of the post.

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There are also a number of generic requirements that are applicable to all employees within the Council. There can be found at the following link:
<http://staffnet.gloscc.gov.uk/index.cfm?articleid=8579>