

# Job Profile

## Social Worker

Grade: 8

Date created: November 2018

### About the Job

In line with the Care Act 2014 and other relevant legislation, a social worker will undertake timely and appropriate assessments and support plans, in collaboration with health and other relevant agencies, taking into consideration the wishes of the individuals and carers.

### This is what we need you to do...

- Meet the requirements of the professional regulator and actively promote the profession and its reputation in a growing range of contexts.
- 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; and to manage this workload independently, seeking support and suggesting solutions for workload and demand management difficulties
- In line with the Care Act 2014 and other relevant legislation, undertake 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.
- Maintain an effective system for co-ordinating, monitoring and reviewing care plans and service standards.
- Regularly undertake assessment and planning for
  - Ensure practice is underpinned by policy, procedures and code of conduct
  - Promote strengths, agency, hope and self-determination in people using services, carers, families and communities and support them in raising their own challenges and finding solutions to inequality, social injustice and rights violations.
  - Protect privacy and promote trust, whilst being able to justify, explain and take appropriate action when the right to privacy is over-ridden by professional or legal requirements.
  - Take responsibility for obtaining regular, effective supervision from a professional supervisor/manager to ensure effective practice, reflection, continuing professional development and career opportunities; and to maintain awareness of own professional limitations and knowledge gaps and seek to address these.
  - Promote excellence in practice and raise and address issues of poor practice or inadequate working conditions for professional practice.
  - Take an active role in inter-professional and inter-agency work, building own network and collaborative working.
  - When required, to contribute to the learning of others,

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safeguarding.

- To produce succinct, well-structured records and reports, clearly recording and reporting analysis and judgement.

### **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 caseloads, including working with people experiencing a range of physical disabilities, medical, mental health difficulties and learning difficulties.
- Experience of multi – agency/multi – partnership working
- Experience of safeguarding work
- 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.

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including social work students and ASYE.

#### **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.

#### **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.

- 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.
- Demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. This includes Knowledge and Skills statements.
- Demonstrates confident and effective judgement about risk and accountability in decisions

## **Qualifications:**

### **Essential**

- Degree in Social Work or equivalent
- Current registration with Social Work England (SWE)
- Evidence of Assessed and Supported Year in employment

### **Desirable**

- Post Qualification in Social Work

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