

JOB SUMMARY

Post Title	<i>Social Worker</i>						
Job Family	<i>Service Delivery</i>	Pay Range	<i>10</i>	Line Manager to others?	No	Role profile ref	<i>SD10</i>
Service Area	<i>Childrens Services</i>						
Line Manager	<i>Assistant Team Manager/ Permanence Team Manager</i>						
Location	<i>To be agile</i>						

Job Purpose

To provide a high quality and effective social work service to respond to the needs of adults, children, young people, their families and carers in a timely manner and within statutory guidelines.

Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)

- Carrying out assessments (risk assessments, full range of adult assessments, children's assessments)
- Supporting the marketing and recruitment officer and attending marketing events
- Deliver training courses on a range of subjects
- To arrange and facilitate support including support groups
- Understand statutory obligations for both children and adults
- Understand, manage and intervene where there are concerns regarding risk and safeguarding issues
- To carry out planned intervention using a range of tried and tested methodologies.
- To understand and work with Adopt South

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Proven ability to influence based on facts and evidence, a range of audiences with differing competence and abilities. Ability to communicate one to one and with specific client groups.	Assess needs to devise written plans for interventions and/or care for children's and adults. To carry out planned interventions using a range of tried and tested methodologies e.g. Solution focused work, task centered work and strength- based approaches. Deliver interventions and training on one to one basis and for specific groups.	x	
Substantial practical experience demonstrating development through a series of progressively more demanding and relevant work roles. Relevant experience within the service area, working as part of team to meet service standards, targets and deadlines.	Demonstrate ability to manage, identify, intervene and carry out appropriate action to safeguard and promote positive outcomes for fostering carers, children, adoptive/SGO families and other adults as involved with the permanence team. Proven ability to comply with statutory requirements, regulations and procedures both as an individual and contributing to the wider teams objectives.	x	
Good communication, interpersonal and presentation skills, able to explain technical / legal issues clearly. Proven ability to negotiate with, persuade and influence others.	Proven ability to work efficiently and effectively with a range of individuals including adults, children, other professionals and stakeholders across a variety of settings. Demonstratable ability to undertake learning discussions to influence positive reflection, practice and change to ensure positive outcomes with children.	x	

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Good ICT skills including use of Microsoft applications and specialist systems.	Word, excel, power-point, outlook, convene. Share-point, ICS Swift and mosaic.	x	
Authoritative knowledge of the specialist work area and relevant legislation, regulations, processes, systems, procedures and standards. Good knowledge of other areas of the authority relevant to the service and of wider sector / external influences.	Thorough undertaking of fostering and adoption regulations, policies, procedures and all aspects of regulatory framework for children. Implementing and delivering all aspects of local authority procedures in relation to these areas. Awareness of external stakeholders and influences within the wider community and the impacts associated with this.	x	
Good planning and organisational skills, with proven ability to prioritise and co-ordinate workload, monitor and evaluate work, to ensure deadlines are achieved.	Ability to self-prioritise own workload, ability to manage and monitor competing demands. Awareness of wider service requirements and ability to inform and escalate issues appropriately to inform wider decision making to fundamentally reduce risk/safeguarding concerns.	x	
Research, investigation and analysis skills.	Demonstrate ability to self-undertake research to maintain professional development standards. Proven ability to utilise research/knowledge gained to inform own and others practice. Ability to seek out information and critically analyse sufficiently the research (and/or other sources e.g. Serious case reviews). Demonstratable ability to share research.	x	
Knowledge of relevant financial processes and experience or training sufficient to ensure financial processing and / or budget monitoring is completed accurately.	Demonstratable knowledge of financial constraints and awareness of the responsibility to consider the public purse whilst making financial decision. Not committing the LA to any spending that is at detriment to the service/local authority itself without appropriate approval beforehand.	x	

Qualifications

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
May require relevant certifications including evidence of fluency in English language.		x	
May require level 4 up to first degree standard or equivalent experience in a relevant subject.	Recognised professional Social Work qualification and current registration to the relevant governing body.	x	

Other Requirements

Work evening, weekends and/or bank holidays as and when required
Work in conjunction with Adopt South
Attend meetings/training/events on the mainland as and when required
Hold a valid UK Driving license

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Organisation Structure (optional)