

JOB SUMMARY

Post Title	Social Worker						
Job Family	<i>Service Delivery</i>	Pay Range	<i>10</i>	Line Manager to others?	Yes /No	Role profile ref	<i>SD10</i>
Service Area	<i>Childrens Services</i>						
Line Manager	<i>Assistant Team Manager/ Children in Care 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 children and young people care in a timely manner and within statutory guidelines.

- Job Context**
- Focus is on Creating Change Together using Language That Cares.
 - Promoting the best possible outcomes for all children and young people in care.
 - To safeguard children and young people in care.
 - To reunify children back to their families when it is safe, appropriate and in their best interests to do so.
 - Work with the virtual school to ensure all children and young people in care receive the best attendance and attainment that they can.
 - Work with health colleagues so children and young people in care have good physical, mental and emotional well-being.
 - To arrange and facilitate opportunities for children and young people in care participate in decisions about them, have their voice, wishes and feelings considered and opportunities to have their say to improve social work practice and service improvements.
 - To ensure children in care have the best start in life, are equipped with the skills and experience for adulthood and have the best opportunity for success as adults.

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 conduct planned interventions using a range of tried and tested methodologies eg. Solution focussed work, task centred 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 conduct appropriate action to safeguard and promote positive outcomes for children and young people in care. Proven ability to comply with statutory requirements, regulations, and procedures both as an individual and	x	

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	contributing to the wider team's objectives.		
Effective communication, interpersonal and presentation skills, able to explain technical / legal issues clearly. Proven ability to negotiate with, persuade and influence others.	<p>Proven ability to work efficiently and effectively with a range of individuals including adults, children, other professionals, and stakeholders across a variety of settings.</p> <p>Demonstrable ability to undertake learning discussions to influence positive reflection, practice and change to ensure positive outcomes with children.</p>	x	
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.	<p>Thorough undertaking of children in care, care leavers, fostering and adoption regulations, policies, procedures, and all aspects of regulatory framework for children.</p> <p>Implementing and delivering all aspects of local authority procedures in relation to these areas.</p> <p>Awareness of external stakeholders and influences within the wider community and the impacts associated with this.</p>	x	
Good planning and organisational skills, with proven ability to prioritise and co-ordinate workload, monitor and evaluate work, to ensure deadlines are achieved.	<p>Ability to self-prioritise own workload, ability to manage and monitor competing demands.</p> <p>Awareness of wider service requirements and ability to inform and escalate issues appropriately to inform wider decision making to fundamentally reduce risk/safeguarding concerns.</p>	x	
Research, investigation, and analysis skills.	<p>Demonstrate ability to self-undertake research to maintain professional development standards.</p> <p>Proven ability to use research/knowledge gained to inform own and others practice.</p> <p>Ability to seek out information and critically analyse sufficiently the research (and/or other sources e.g., Serious case reviews). Demonstrable ability to share research.</p>	x	
Knowledge of relevant financial processes and experience or training sufficient to ensure financial processing and / or budget monitoring	Demonstrable knowledge of financial constraints and awareness of the responsibility to consider the public	x	

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is completed accurately.	pursue 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.		
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			
Attend meetings/training/events on the mainland as and when required			
Hold a valid UK Driving license			
Organisation Structure (optional)			