

# Job Profile

Senior Social Worker (Adults)

Grade: 9

Date created: January 2020

Date updated: August 2026

**About the job:** Senior Social Workers work alongside social workers, adult social care practitioners, senior managers and other professionals within a range of Locality offices, including hospital settings and a specialist learning disabilities team. As a Senior Social Worker you will be expected to provide expert opinion within the organisation and to others, in order to uphold the rights of people in Gloucestershire, with care and support needs. You will work in line with legislative frameworks in complex situations, assessing and managing higher levels of risk; and you will be expected to promote the profession and good social work practice, taking a lead role in the professional learning and development of others.

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

- Listen to the people of Gloucestershire, supporting them to connect to community resources, including promoting digital inclusion, recognising the opportunities and risk of new technologies, digital resources, online communications, virtual environments and social media in social work.
- To take a strengths-based approach, which seeks to be inclusive, anti-discriminatory, and anti-oppressive.
- Prioritise supporting people in crisis to regain control of their lives, taking a holistic approach in working together to achieve effective plans to balance risk and ensure people are more stable.
- In line with the Care Act, undertake complex social care interventions including assessments, to determine eligibility, and support plans, to ensure individuals are enabled to lead the lives they choose.
- To work to relevant legislation recognising where scope for professional judgement exists and understanding when to access support and appropriate legal advice and consultation.
- To communicate skilfully and confidently in complex or high-risk situations, drawing on a wide range of evidence sources to inform decision making. Routinely and efficiently applying critical reflection and analysis to increasingly complex cases.
- To anticipate, assess and manage multiple risks and complex situations, including leading section 42 safeguarding enquiries and attending/coordinating risk management forums (i.e. MAPPA/MARAC).
- To chair a range of meetings, offering expert support to case conferences, and producing high quality assessments and reports for a range of functions
- To take an active role in inter-professional and inter-agency work, building your own network and encouraging collaborative working, maintaining an in – depth knowledge of local resources.
- To promote wherever possible an individual's rights to autonomy and self-determination, demonstrating confident and critical application of professional ethical principles to decision-making and practice, using a legal and human rights framework.
- To take responsibility and be accountable for the practice of others, mentoring newly qualified social workers, and supervising the work of junior staff; this may include assessing and managing the work of social work students and ASYE.
- To take responsibility for obtaining regular, effective supervision from a professional supervisor/manager and appraisal to discuss effective practice, reflection, continuing professional development and career opportunities.
- To take ownership of and responsibility for delivering against team and individual performance targets. Translating data and maintaining an awareness of own professional limitations and knowledge gaps and seeking to address these.
- To contribute to the development of the service by communicating new ideas, through means such as briefings, completion of council surveys, and team meetings.
- To develop and maintain good working relationships with other professionals within the team, wider service area, and partner agencies to ensure an integrated, holistic and multidisciplinary approach.

## The ideal candidate will have...

### Experience of...

- Significant experience of working in a social worker position, preferably with adults in a statutory setting
- Significant experience of working with people with multiple complex needs and supporting them to live their best life, in line with statutory duties
- Significant experience of undertaking assessments, using hypotheses and options to review and inform judgement and decision making
- Writing reports for a range of functions
- Assessment and planning for safeguarding, managing increasing levels of risk.
- Engaging with people in fluctuating circumstances and capacities, including where there is hostility and risk
- Chairing meetings and communicating skilfully and confidently in complex or high-risk situations
- Applying critical reflection and analysis to increasingly complex cases and situations
- Supporting the practice of others, either through mentoring new practitioners or newly qualified social workers, supervising the work of junior staff, or through undertaking continuous professional development activities

### Knowledge, Skills and Understanding

- Ensure a high level of confidentiality is maintained for individuals, their carers and families and to manage the security of information
- A sound understanding and proven application of legislative frameworks underpinning adult social care, for example the Care Act, and the Mental Capacity Act (MCA) and the Human Rights Act
- An understanding of statutory social work, including current issues and new evidence-informed practice research
- A critical knowledge of the range of theories and models for social work intervention
- Ability to be professionally curious and support more junior staff with this application of evidence building.
- Ability to communicate with compassion and authority in challenging situations, and able to understand and work effectively with negative and rejecting responses
- Ability to exercise individual judgement
- Ability to manage complex workloads independently and seek

### Behavioural attributes

- Aligns with [Gloucestershire Leadership / Employee Values](#) and behaviours
- Actively asks for and considers other people's views and opinions
- Is available and approachable and takes time to consult and communicate
- Able to work well as part of a team and on own initiative
- Listens to others and communicates with sensitivity and understanding
- Acknowledges, respects and responds to individual differences and diversity requirements, recognising discriminatory practices and inequality, and is able to appropriately challenge others
- Confident to hold difficult conversations with peers, colleagues, people who draw on services and their carers
- Stays calm under pressure
- Accepts and responds to constructive feedback
- Identifies and takes up opportunities for professional development relevant to the role
- Acts with integrity, honesty and impartiality
- Contributes to the development of the service
- Ability to operate in a climate of change and to embrace new ways of thinking and working
- Creativity and curiosity in practice, exploring options to solve dilemmas and problems.
- Highly organised with a solution-focused, logical and innovative approach to challenges.

### Education & Qualifications

#### Essential

- Social Work qualification
- Social Work registration with professional body in England
- Evidence of successful completion of Assessed and Supported Year in employment (ASYE) (applicable since 2012), equivalent qualification or equivalent experience or 2+ years post qualifying statutory experience
- Evidence of continuous professional development

support where and when appropriate

- Ability to write accurate, timely and effective records
- Good level of IT literacy in Microsoft Office, including Teams, SharePoint, Word, and Outlook

### **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 post holder may be required to work outside of normal working hours and across the service.
- The post holder must hold a clean and valid driving licence (exceptions under the Equality Act may apply)

### **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.