

# Job Profile

---

## Social Worker

Grade: Grade 8

Updated: October 2019

### About the Job

- To work closely with children, young people and their families, other staff within the service function and partner agencies to provide support and protection for children and young people in need and at risk.
- To promote a range of services which carry out statutory duties as required by legislation and guidance.
- To assess the needs of children, young people and families to inform decision making – to do the right thing at the right time.

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

- Quickly develop positive and genuine relationships through non face to face communication with children and their families through direct work to ensure that their voices, wishes and feelings are heard at their first contact with our services.
- Provide a clear, accurate and holistic analysis of a child and their family needs in line with statutory and local guidance and in collaboration with the child, their family and other agencies to inform decision making.
- Update and maintain high quality case files on LiquidLogic ensuring that all key information about the child's circumstances and plans are recorded within timescales and comply with the Data Protection Act.
- Your commitment and enthusiasm to add value to our Children's Service
- Your front line experience as a qualified and registered social worker
- Your curiosity, analytical and communication skills to engage with young people, their families and professionals to deliver high quality analysis to inform recommendations to promote the "right response at the right time" to ensure the best outcomes for our children and their families.
- You to provide high level support and challenge to social work colleagues to foster a learning culture
- You to also bring resilience to work at pace to tight timescales to ensure that we give a timely and proportionate response
- Maintain up-to-date knowledge of legislation, statutory guidance, research and council policy and procedures to ensure our statutory responsibilities to children and young people are met.
- Develop and maintain effective professional relationships with internal and external stakeholders.
- Provide written and verbal reports which are concise, evidence based and informative.
- Build professional relationships with children and their families to safeguard children and promote positive outcomes.
- Respond in a timely manner to all contacts from children and young people.
- Maintain personal and professional development to meet the changing demands of the jobs, participate in appropriate training and development activities.
- Be accountable for own practice ensuring it is of high quality and reflect best practice.
- Support, promote and safeguard the welfare of children and young people.

### Special Conditions

- Registration with HCPC and enhanced DBS.
- Nature of the post requires flexibility to meet urgent work needs as they arise. This will inevitably entail some work outside normal office hours and other locations across Gloucestershire.
- Must hold a driving licence and have access to a car.
- Post holder must meet the competency based criteria.

## **The ideal candidate will have:**

### **Experience**

- Significant experience of working with children, young people and families.
- Experience of working in a social care setting, ideally within a MASH, EDT or assessment team setting.
- Experience of child protection and statutory child care.
- Experience of assessment and management of risk to children within practice.

### **Knowledge, Skills and Understanding**

- Knowledge of all relevant legislation and guidance.
- Knowledge of recent developments in social care practice with children and families.
- Have an understanding of child focussed approaches to practice.
- Have an understanding and knowledge of outcome focussed approaches to interventions.
- Understanding of how the family justice system works.
- Knowledge of child development.
- Knowledge of assessment, guidance and process.
- Ability to analysis and address complex family situations.
- Effective assessment skills relating to work with children and families
- Effective verbal and written communication skills.
- Ability to organise and prioritise workload in conjunction with line manager.
- Ability to work as part of a team.
- Ability to communicate effectively and creatively with children.
- Ability to work with staff and managers at all levels.
- Demonstrate good practice in the application and understanding of identity and diversity.

### **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.

### **Behavioural attributes**

- Able to cope and function effectively when working in a pressurised environment.
- Emotionally resilient.
- Non-judgemental and caring attitude.
- Demonstrates Gloucestershire Leader/Employee Behaviours.

### **Education and Qualifications**

#### **Essential**

- MA/MSc/BA/BSc in Social Work or relevant HCPC approved qualification e.g. DipSW, CQSW, CSS
- HCPC registered.

#### **Desirable**

- Post qualification awards