

Job profile

Social Care Lead (Adults)

Grade: 9

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About the Job: Under the direction of the DSCM, Social Care Leads work within our locality, acute or learning disabilities teams. Social Care Leads manage a team of social care practitioners, taking accountability for the quality of social care practice. Managing this team, Social Care Leads take a lead role in encouraging practitioners to: listen to people and connect them to appropriate community resources; support people in crisis to regain control of their lives and; undertake meaningful assessments and support plans, to support individuals to lead the life they choose in line with the Care Act.

This is what we need you to do...

- Line manage a team of social care practitioners, including supervision, absence, and appraisal and performance management.
- Provide individual/group reflective supervision, and support to others, ensuring that practice is continuously critically reflected on and improved; modelling best practice and ensuring good outcomes.
- As required, to sign off temporary funding and service provisions
- Be responsible for completing case audits ensuring that social work practice is continuously improved and compliant with national guidance, legislation and GCC policies and procedures.
- As required, to support and work jointly with staff and agencies on cases, working under the direction of Social Work Leads, Senior Social Workers and the wider staffing group to coordinate section 42 enquiries and complex, high risk situations, ensuring there is a positive balance between perceived risk and protection from harm where necessary.
- Attend or chair relevant meetings which require routine social care input or where a practitioner may require additional support. Including attendance at multiagency projects or information sharing meetings with a range of audience, including higher level management, to then report
- As appropriate, to work jointly with commissioning and other agencies to identify service needs and to undertake and support negotiations with care providers around levels of support at an individual and service level
- To create a culture of continuous professional development, keeping up to date with government guidance and legislation and evidence based practice.
- Identify and develop potential within other staff, taking the lead role in the professional development of social care practitioners through mentoring, coaching, and advice.
- Promote positive working relationships in and across teams, using strategies for collaboration and contribute to a supportive organisational culture.
- Contribute to, and implement policy development and decision – making.
- To take responsibility for obtaining regular, effective supervision from a 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. Maintaining an awareness of own professional limitations and knowledge gaps

back to ASC identified manager.

- To support with complaint management procedures
- To support with recruitment and retention activities, including interviews, shortlisting, induction and probations.

and seeking to address these.

- To contribute to the development of the service, by leading on specific projects as identified by senior managers, and by communicating new ideas, through means such as briefings, completion of council surveys, and team meetings.
- To be accountable for own practice ensuring it is of high quality for own development needs.

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 nature of this post requires flexibility to meet urgent work needs as they arise. This will inevitably entail work outside of normal working hours and locations across the county.
- The post holder must hold a clear and valid driving licence (exceptions under the Equality Act may apply) or have the ability to travel around the County.

The ideal candidate will have...

Experience

- Health or social care work with adults within a statutory setting, or evidence of transferable experience within statutory settings.
- Supervising/mentoring/coaching/training staff, particularly staff within a health and social care setting. Desirably, experience in undertaking line management duties, including formal performance management of staff
- Creating a learning culture and environment, where professional and personal development is valued and promoted.
- Taking the lead on projects or specific work streams to support with service development

Behavioural attributes

- Provides inspirational and credible leadership, prompting the questions to help shape / re-invent the future.
- Build and own strong relationships politically, externally and internally.
- Inspire staff and value their efforts and resilience.
- Have a shared collective ownership.
- Set boundaries, non negotiables, and hold each other, staff and partners to account whilst encouraging autonomy and conscientious risk taking.
- Accountability for running the business effectively balancing performance and cost.
- Removes barriers to effective partnership working, achieving corporate objectives by building on performance and team strengths,

- Undertaking audit to quality assure practice and implement action plans to raise practice standards across teams.

Knowledge, Skills and Understanding

- Recognise the high level of confidentiality required in relation to people, their carers and families and help to manage sufficient security of such information.
- A proven track record of good interpersonal and communication skills with a range of stakeholders, staff and the public
- A sound understanding and application of legislative frameworks underpinning adult social care, for example the Care Act, and the Mental Capacity Act (MCA) and the Human Rights Act.
- Significant knowledge and skills relating to safeguarding adult procedures and managing in high risk situations.
- Understanding of statutory social care provision, including critical awareness of current issues and new evidence – informed practice research
- Understanding of funding provision in a social care context
- Knowledge of the roles and responsibilities of agencies providing services to adults, their carers and families.
- Ability to use computerised case recording systems, with good keyboard skills and the ability to use various packages
- Ability to use initiative and work within timescales, to organise own workload and the workload of your team effectively; whilst dealing with competing priorities and fluctuating workloads.
- Ability to professionally manage difficult and challenging conversations with a range of stakeholders, staff and the public and seek an appropriate course of action in line with legislative frameworks and GCC policies and procedures.

through strong relationships both inside and outside the organisation.

- 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
- Acknowledges, respects and responds to individual differences and diversity requirements, recognising discriminatory practices and inequality and is able to appropriately challenge others
- Works well 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; sustaining and developing own imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems. Involving people who use services in reflections and creativity wherever possible.
- Highly organised with a solution focused, logical and innovative approach to challenges.

Education & Qualifications

Essential

- Educated to GCSE Level English 9 – 4 (or equivalent)
- Level 4 Qualification in Health and Social Care, or equivalent Health and Social Care experience (as outlined in the job description experience section)

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.