

Job Profile

Family Help Senior Social Worker

Grade: 9

Date created: May 2026

About the Job

As a Family Help Senior Social Worker, you will play a key role in developing and supporting Family Help Leads within your team to enhance their knowledge, experience, and professional practice. Working closely with Family Help Team Leaders and Managers, you will contribute to the ongoing growth of the team and help ensure the delivery of a high-quality service for children, and their families.

The Children's Services Directorate offer the opportunity for competency-based career progression for Family Help Leads. The core duties and responsibilities of Grade 7-8 Family Help Lead social workers apply.

This is what we need you to do...

- Leading and coordinating the delivery of Family Help services to ensure the needs of children and families are met.
- To be responsible for holding and managing a caseload of children with a high level of complexity, in need and protection.
- Deliver research informed practice where the best outcomes for that child are at the heart of everything you do and act as the research link into the team
- To support and hold a caseload jointly with less experienced Family Help Leads and Family Help Leads (Social Worker) in highly complex child situations
- To be responsible for modelling a high standard of practice in relation to own Family Help Interventions, including good quality case recording and report writing
- To provide mentoring and specialist consultation or advice to colleagues and less experienced Family Help Leads to ensure reflective practice in all single or multi-agency assessments, including the development of outcome focussed plans.
- To assist Family Help Team Managers and Family Help Team Leaders, when necessary, in chairing Children in Need meetings.

- Working collaboratively with other professionals and agencies to ensure integrated service delivery
- Supporting the work of Family Help Practitioners, providing guidance and advice as necessary
- Contributing to the continuous improvement of the service through participation in development activities

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 ability to travel in line with service need

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.

The ideal candidate will have...

Education & Qualifications

- Qualified Social Worker and registered with Social Work England.
- Social Work England Registered
- Evidence of continued professional development

Experience

- Experience working within a Family Help or similar environment, with a sound understanding of the needs of children and families
- Substantial relevant post qualifying experience of working effectively within a statutory Family Help team and with children and their families who are assessed as having very complex needs.
- Experience and understanding of effective multi agency working to achieve positive outcomes for children and their families.
- Ability to apply a critical and ethical understanding of legislation, including reference to case law, and statutory frameworks within which social work is practiced.
- To understand and work effectively and sensitively with difficult to engage users.
- Experience of mentoring and/or supervising work of others including the ability to use knowledge and skills to inform, advise and inspire, through mentoring, teaching, assessing and supervising, social work students, other less experienced colleagues or other professionals.

Knowledge, Skills and Understanding

- Expertly uses a wide range of frameworks for Family Help assessment and intervention

- Communicates skilfully and confidently, building relationships and maintaining engagement in complex, high risk or hostile situations;
- Takes an active and leading role in inter-professional and inter-agency work;
- Practices with a high level of responsibility and autonomy, subject to the constraints of managerial accountability;
- Plays a leading role in practice development which sustains a learning culture;
- Able to develop the necessary skills and knowledge required for the assessment and management of social work students.

Behavioural attributes

- Demonstrates Gloucestershire Leader/Employee Behaviours.
- Undertakes all duties in a manner, which supports the council's equal opportunities policy, in relation to service users and staff, treating both groups with respect and without bias.
- Demonstrates adaptability, flexibility and transferable skills and carries out any other unspecified duties which are consistent with the grade and general characteristics of the post.
- Able to cope and function effectively when working in a pressurised environment.
- Emotionally resilient.
- Organised and able to meet tight deadlines.
- Able to respond to a changing pattern of demand at work which can be unpredictable and unplanned requiring shifts of priority.
- Takes others' views into account; actively listens to other's views and concerns and responds appropriately.
- Able to establish and maintain relationships at all levels.
- Promotes harmony and consensus through diplomatic handling of disagreement and potential conflict.
- Ability to work with and manage data.

- Understands and applies the key concepts of attachment, separation, loss, change and resilience;
- Informs, guides and models good practice in the application, in practice, of an understanding of identity and diversity;
- Anticipates, assesses and manages risk and supports others to develop these skills;
- Applies legal and policy frameworks, legal reasoning and communicates legislative issues to other professionals and agencies;
- Routinely and efficiently applies critical analysis and reflection to complex child situations.
- Ability to communicate effectively (verbally and in writing) with individuals and groups at all levels within and outside the organisation and to build positive working relationships.
- Ability to identify good practice and to celebrate appropriately.
- Ability to show initiative and take responsibility when necessary
- Provides effective leadership, demonstrating drive, enthusiasm and commitment, with a positive approach to change.

There are also a number of generic requirements that are applicable to all employees within the Council.