

JOB DESCRIPTION

Job Title Senior Social Worker

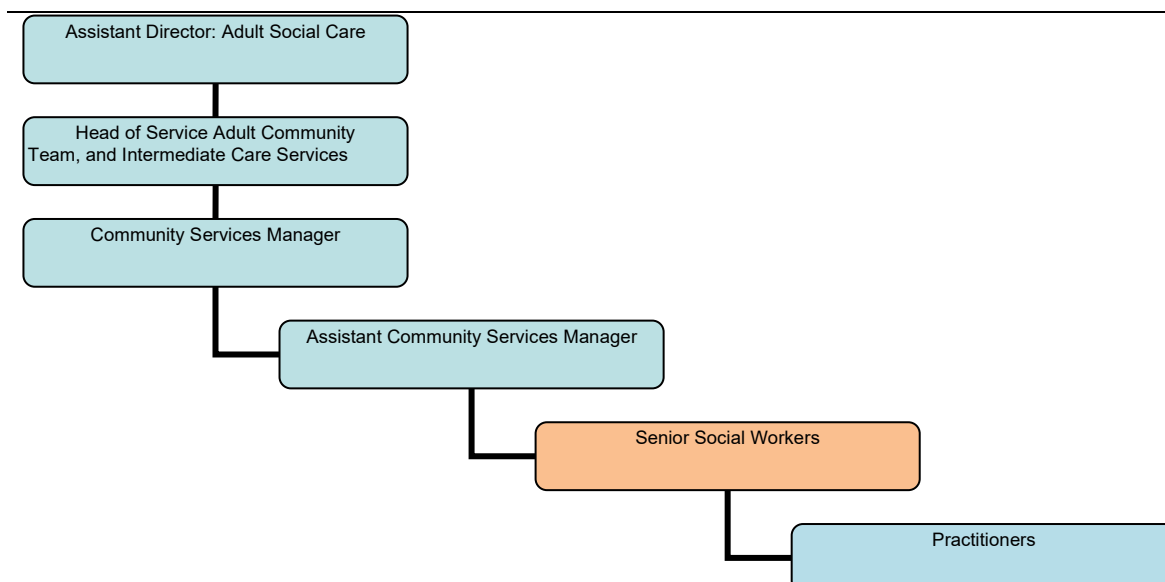
Salary £34,728 – 39,880 + LWA £626 & Essential Car User £963

Directorate:	People	Section/Location:	Adult Community Team
Grade/Salary Range:	BG -F (SCP 31-36)	Work style:	Free

Key Objectives of the role

- To work as a Senior Social Worker as part of a multi-disciplinary team
- To connect people and their families to their community/social network enabling them to live within their own communities, have a timely discharge from hospital, avoid unnecessary hospital admission and reduce dependence on long term care
- To support in delivering and maintaining high standards of performance ensuring continuous development and supporting people to fulfil their roles to maximum effectiveness within allocated resources.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- To apply a strength-based approach using the conversations model to connect people to their community/social network and problem solve together.
- Work with people, including advocates and carers, to develop person-centred plans designed to meet needs in ways that maximises independence, choice and control, and are legal and affordable
- To act in the best interest of an individual who lacks mental capacity, using the principles defined in the Mental Capacity Act (2005) to maintain their safety until a time that capacity returns, or alternative arrangements are made
- Provide support for the appropriate arrangement and implementation of person-centred plans
- To work within the legislative framework, national and local policy and within the philosophy of social work practice.
- Document all work and share information in line with legislation and local policy and procedures
- To participate in the Duty Safeguarding Manager rota and ensuring timely and effective safeguarding assessments and planning.
- Where appropriate, prepare reports for legal proceedings such as applications for Court of Protection
- Take an active role in your own supervision and appraisal and to supervise and appraise allocated staff in accordance with the departmental supervision policy and council's appraisal policy
- To professionally accountable for all aspects of your work and provide appropriate levels of support and challenge to designated staff, enabling continuous professional development; up-to-date, evidence-based practice; attendance at all mandatory training and specialist training where appropriate
- To be responsible for the training of relevant staff and students, including community support workers to enable them to keep up to date with and develop best practice.
- To take a departmental or team lead within a specified area of work as required.

Scope of role

You will be required to work autonomously but also work as part of a multi-disciplinary team.

The Adult Community Team is busy, requiring a timely response to requests for services. However you will be given time to meet the demands of the service as part of a supportive team. You will have the opportunity to reflect and solve problems and develop practice.

All employees have a responsibility for safeguarding and promoting independence

Failure to carry out this role appropriately will place people at risk of harm, and the Council at reputational risk, and risk of litigation.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	<p>Recognised Social Work or recognised occupational therapist qualification and registered with professional body e.g. HCPC or equivalent training and experience</p> <p>Safeguarding level 2</p> <p>Relevant post qualifying experience</p>	<p>BIA qualified</p> <p>Management/ supervision training</p> <p>Safeguarding Level 3</p> <p>Coaching/Counselling</p> <p>Practice Educator</p>
Competence Summary (Knowledge, abilities, skills, experience)	<p>Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.</p> <p>Knowledge of the relevant legislative framework and national policies</p> <p>Commitment to person-centred values, and knowledge of how to translate into practice</p> <p>Ability to communicate effectively with a wide range of people in a wide range of circumstances</p> <p>Empathic and respectful of diversity</p> <p>IT skills:- Social Care Record, Word and email</p> <p>Excellent report-writing skills</p> <p>Ability to prioritise and organise workload</p> <p>Post qualifying experience.</p>	<p>Court experience</p> <p>Experience of supervising staff</p> <p>Use of Microsoft Excel</p>
Work-related Personal Requirements	<p>The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.</p> <p>Own car</p> <p>Ability to take responsibility and accept accountability at appropriate level</p> <p>Motivated and person-centred values</p> <p>Must work well as a team member, and alone.</p>	

Other Work Requirements A satisfactory enhanced Disclosure and Barring Service check.

The ability to converse easily with members of the public and respond effectively to questions in spoken English

This post is exempt from the Rehabilitation of Offenders Act 1974

KEY CRITERIA	ESSENTIAL	DESIRABLE
Role models and demonstrates the Council's values and behaviours	<div><div>One Council</div><div><div>Forward thinking & focus</div><div>Open</div><div>Respectful</div><div>Working together</div><div>Adaptable</div><div>Resilient</div><div>Determined</div></div></div>	