

Job profile

Service and job specific context statement

Directorate:	Children and Young People's Service
Service:	Children and Families
Post title:	Specialist Social Worker
Grade:	L
Responsible to:	Group Manager Access and Multiple Vulnerabilities
Staff managed:	None
Date of issue:	31 July 2018
Job family:	C&S - Care & Support

Job context

- The role will ensure consistent, high quality social work practice across the County with a focus on complex casework. This is a non-case holding role however, requires the post holder to have oversight and support social workers and partners to consider innovative approaches to complex case work.
- The post holder will also be required to work across services including education.
- The role requires the post holder to be knowledgeable and have extensive experience in safeguarding and looked after children including the fields of child sexual exploitation, criminal exploitation, missing and contextual safeguarding.
- The post holder will support the strategic and operational direction, delivery and performance across the County dealing with high risk and complex families, on the edge of care, looked after or involved in child protection processes.
- The post holder is required to work collaboratively with partners and support the development of multi-agency procedures/practice guidance and ensuring this is embedded across the County and partnerships.
- The role will ensure a focus and influence on relationship based practice which promotes the best outcomes for children and young people.
- The post holder will ensure that social workers have the appropriate skills, direction and oversight to effectively assess whole family needs appropriately, undertake risk assessments and arrange and deliver rapid family intervention services within budget and in line with clearly defined outcome measures.
- The role will be responsible for a locality area but maybe required to work across the County.
- Enhanced DBS check is required.
- Be available to support first line managers, Emergency Duty Team and staff with decision making and actions outside of office hours (evenings and weekends where required).

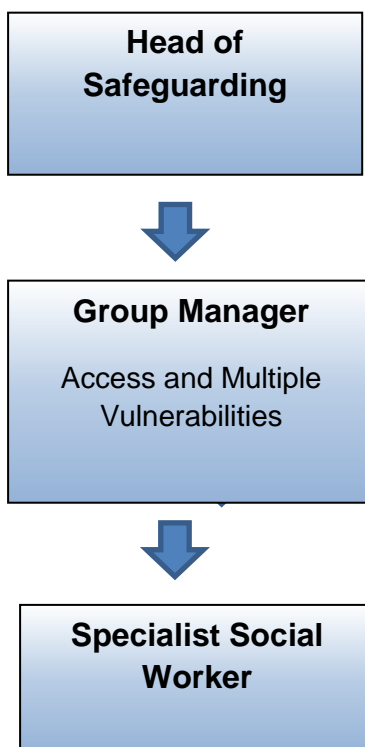
Job specifics

- The post holder will be responsible for ensuring robust responses to meeting the needs of vulnerable children and young people at risk of exploitation and who go missing from home and care. This will include quality assuring return interviews which analyse themes and trends and develop appropriate actions.
- Provide direct support to less experienced workers to enable them to manage complex casework while remaining as a practice educator across the team as part of their role.
- Ensure every case in relation to child exploitation, criminal exploitation and children who go missing has an outcome focused plan.
- Participate in supervision with social workers including group supervision and at times lead on case mapping across the teams.

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- The post holder will be required to support and drive the strategic plans and protocols forward as part of a multi-agency partnership including Early Help, Education and other community roles. This may include raising awareness and training.
- Attend multi-agency meetings and promote innovative preventative approaches and risk management including daily meetings within the Multi-Agency Screening Team where appropriate.
- Contribute and at times develop procedures and practice guidance.
- Take a lead on skills and knowledge building with regard to evidenced based interventions. Oversee system for defining, developing, monitoring and promoting key learning and development programmes for staff across the Children and Families Service.
- Ensure continued personal development to maintain knowledge and skills around evidenced based assessments and interventions.
- Undertake personal and professional development activities as agreed with the Head of Safeguarding and LAC.
- Ensure children's, young people and families' voices are heard and evidenced in service planning and delivery.
- Understand the systems for obtaining support and reporting concerns.
- Undertake audit work as required to work to improve service delivery.

Structure



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Job Description

Job purpose

The core focus of this job is to drive the quality of practice and robust arrangements for managing complex casework. This includes working closely with partners and supporting social workers to deliver innovative interventions to children and young people across the County. As a Specialist social worker you will be a consultant in the areas of child sexual exploitation, criminal exploitation and contextual safeguarding along with other areas of specialist pieces of work identified by senior managers. You will provide direct support to staff while continuing to act as a practice educator across the service.

Child and young person development

- Act as lead officer in the area of specialism and provide leadership and direction across the service in relation to the specialist area of work.
- Understand the risks faced by children and young people.
- Establish quality relationships with children, young people and their families.
- Ensure robust assessments that manage risk and ensure all interventions serve to improve outcomes for children and young people.
- Support preventative work with families in order to reduce the need for care or accommodation: support and assist families and extended families, to care for their children.

Operational management

- Ensure oversight and support on high risk, complex casework.
- Attend multi-agency meetings and chair as required.
- Keep up to date on the latest research and practice and take responsibility for the development of social workers across the County in relation to the specialist areas of work.

Communications

- Liaise with staff of the Directorate and other agencies to effect decisions reached.
- Promote children, young people and their family's participation in decision making.
- Ensure all work with children and families remains focused and meets the needs of children.
- Use high level communication skills such as listening, building empathy, consultation and negotiation to ensure good outcomes for children.
- Develop and maintain effective relationships with children and young people, their families and carers: provide advice and support: help resolve conflict.
- Undertake direct observations of learners practice to evaluate performance and provide constructive feedback on performance.
- Communicate learning and knowledge to groups via formal/informal presentations and supervision.
- Document all learning and assessment decisions, as defined by the relevant academic institutions, associated with the Practice Educator role for student progression.
- To report any issues and concerns in a timely manner.

Resource management

- Support and co-work with less experienced staff on individual cases.
- Co-work complex and/or contentious cases.
- Take a lead role as Practice Educator and in supporting students on placement. Be expected to act as offsite practice educator.
- Negotiate appropriate workplace supervision and learning opportunities.
- Instigate and report when necessary, and participate in, concerns and second opinion procedures as appropriate.
- Be expected to support staff or pieces of work in other parts of the locality as required.

Systems and information

- Maintain case records, including computerised systems, in line with Directorate procedures.
- Adhere to professional and organisational procedures on confidentiality and maintaining appropriate boundaries with service users and their families.

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	<ul style="list-style-type: none"> Collect and evaluate evidence of students' competence, assess learners against agreed criteria and produce reports in line with the format prescribed by the university or college programme. Participate in systems for monitoring and evaluating practice learning. Understand the importance of sharing information, how it can help and the dangers of not doing so Ensure adherence to policies and procedures around record keeping and utilisation of computerised case management systems.
Strategic management	<ul style="list-style-type: none"> Contribute to the planning and development of the Directorates services.
Safeguarding	<ul style="list-style-type: none"> Support the relevant assessments to be completed within timescales with children and their families, together with development of outcome focused plans and provide support for children and their families. Provide support and advice to carers and encourage the development and maintenance of appropriate support networks and services within individual homes or in the community. Take necessary statutory or other action in relation to the safety of children, including emergency situations, and liaison with other agencies as necessary in such cases. Take responsibility for the more complex cases in relation to the specialist area of work identified. Be responsible for promoting and safeguarding the welfare of children and young people.
Partnership/corporate working	<ul style="list-style-type: none"> Ensure multi-agency engagement in all assessment and planning processes. Chair core group and planning meetings. Have a commitment to shared values and the common purpose of developing a culture of interagency working; including statutory bodies, third and private sector organisations. Ensure that strategic visions are translated into local plans in collaboration with professionals, partners and service users. Participate in multi-agency practice developments, e.g. sub groups on procedures, training, evaluation etc. We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities Within own area of responsibility work in accordance with the aims of the Equality Policy Statement. To promote and deliver anti-discriminatory and inclusive practice

Person Specification

Essential upon appointment	Desirable on appointment
Knowledge <ul style="list-style-type: none"> In depth knowledge of current guidance and legislation regarding the area of specialism (see context statement) Knowledge of social work theory and methods which underpin practice. Have knowledge of strategic objectives and priorities across Children & Families, in order to ensure the best outcomes for children and young people. 	
Experience <ul style="list-style-type: none"> Substantial post qualifying experience in Children's Services including child protection and looked after children. 	

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<ul style="list-style-type: none"> • Experience of managing cases in relation to safeguarding including child sexual exploitation and criminal exploitation. • Experience of supporting students on placement. 	
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Ability to undertake high quality risk assessments. • Confidently uses persuasion, influencing and/or negotiation techniques to influence others in difficult situations. • Motivation and leadership skills. • Identifies possible causes of problems and implements solutions to minimise future occurrence. • Ability to act firmly but with tact and understanding • Ability to take clear decisions. • Ability to work in a pressurised environment, deal with competing demands and determine priorities. 	
<p>Professional Qualifications/Training/Registrations required by law, and/or essential for the performance of the role</p> <ul style="list-style-type: none"> • Fully qualified, accredited social work professional status (CQSW, DipSW, CSS, PQCCA) • Current registration with HCPC 	<ul style="list-style-type: none"> • Advanced or Post-Qualifying professional training. • Practice Educator qualification.
<p>Other Requirements</p> <ul style="list-style-type: none"> • Ability to travel across the County • Ability to attend meetings outside of normal business hours • Professional values and attitudes • Ability to work both on own initiative and as part of a team • Ability to work to specified deadlines 	
<p>Behaviours</p>	<p>Link</p>

NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.