

## Individual Role – Unique Characteristics



**This document is to be used in conjunction with the general role profile**

<b>Directorate</b>	Children's Services
<b>Unit</b>	
<b>Job title</b>	Enhanced Social Worker
<b>Role Profile Level</b>	PCD5.5A
<b>Date</b>	October 2011
<b>Post Group Number</b>	PG4987

### Purpose

- To improve outcomes for Children and Young People in Cumbria by listening to the voice of the child, young person and their families, understanding their needs and working together to agree how these needs will be met with the right help and support
- To work as a highly capable practitioner assessing and delivering care and support services to complex and high risk cases.
- To advise on developing and implementing plans and programmes for individuals, groups, and communities.

### Key responsibilities

- To use active listening, observation and communication to build relationships with families, children and young people.
- To understand and analyse the complex /high risk needs of children and young people and families by gathering information through direct work with them.
- To have a well developed understanding of the impact of need in order to formulate child based plans with clear outcomes.
- To ensure practice is informed by a highly developed understanding of evidence and theory.
- To be familiar with, and practice within the relevant legislation, professional standards of practice, and procedures.
- To understand the roles and accountabilities of other professionals in order to ensure and deliver multi faceted appropriate services to meet the identified needs
- To share skills and in depth knowledge to build capacity with other professionals across all agencies and identify gaps in provision.
- To evaluate own practice and identify need for professional support and development.

- Where relevant to the professional group, to undertake accredited practice assessment work leading to relevant qualification
- To be open to engage in peer support and challenge and team wide activities as lead by the manager.
  - To keep appropriate records that describe and support an analysis of the child's experience clearly identify the child's voice and demonstrate any decision making rationale.
  - To undertake complex assessments and work with cases identified as having a high level of seriousness.
  - To provide instruction and on the job training via sharing skills and knowledge with staff, utilising mentoring and reflective practice approaches as guided by the manager.
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  - Conduct work in accordance with social work core values, Children's Services policies and procedures, the Council's core values and corporate standards including anti oppressive practice approaches
  - Undertake travel in and around the county as part of their duty
  - Undertake such other duties and responsibilities commensurate with the grading and nature of the post
  - Ensure that the District is at all times pursuing good individual relations and fair personnel, health and safety, equal opportunity and management practices. To take reasonable care of your own health and safety
  - Enhance the Council's image within the community by promoting awareness of services and achievements and encourage greater public participation
  - Accept budget and finance responsibilities to ensure services work within agreed budget and within Corporate policy guidelines and practices

## Person Specification

<b>Directorate / School</b>	Children's Services
<b>Unit / Team</b>	
<b>Job Title</b>	Enhanced Social Worker
<b>Job Family Role Profile Level</b>	PCD5.5A
<b>Date</b>	October 2011
<b>Post Group Number</b> (to be added by Pay and Reward team)	PG4987

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• CQSW/CSS/DipSW</li> <li>• HCPC Registration</li> <li>• Evidence of ongoing continuing professional development at an advanced level or post qualifying training in childcare</li> </ul>	<ul style="list-style-type: none"> <li>• Post Qualification award in Social Work which includes Practice Educator Competence in enabling others award (or successor award)</li> <li>• NVQ Assessor award</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Experience in work with children and families, pre/post or during qualification</li> <li>• Work in partnership with community and voluntary groups, internal and external partners,</li> <li>• Significant experience of Assessment and Case Management of complex cases /high risk cases</li> <li>• Experience of mentoring or guiding less experienced colleagues and students</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in child protection</li> <li>• Student placement responsibilities</li> </ul>
<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>• In depth knowledge of Children's Assessment and Case Management. Processes and outcome based planning. Well developed knowledge of relevant legislation.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of children service policies and procedures</li> <li>• Working understanding of service and practice beyond own professional boundaries.</li> </ul>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to produce clear written analytical reports identifying the child's voice as necessary</li> <li>• Effective Work in a multi agency context with internal and external colleagues on day to day service issues – sharing and co-ordinating resources</li> <li>• Ability to mentor and promote learning and practice changes for other relevant staff.</li> <li>• Clear and concise verbal skills with children and adults including negotiating, conciliating, people management and motivational skills.</li> <li>• Ability to organise personal work programme effectively</li> <li>• Ability to assess and manage need/risk effectively in community based settings</li> <li>• Ability to provide advice and on the job training for colleagues that relate to own specialism. Proven ability to demonstrate sound judgment and autonomy of decision making in highly unpredictable situations.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Professional integrity, reliability and consistency</li> <li>• Self motivated and demonstrate substantial personal autonomy.</li> <li>• Explicit use of social work values e.g Ability to work in a non-discriminatory manner, respecting individual's rights and choices</li> <li>• Ability to work under pressure and emotional stress effectively</li> </ul>	

	<ul style="list-style-type: none"><li>• Ability to undertake extensive travelling in the designated area.</li><li>• Enhanced CRB Clearance</li></ul>	
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