

Kent County Council
Job Description: Family Finding Social Worker

Directorate:	Children, Young People and Education
Unit/Section:	Adoption
Grade:	KR10
Responsible to:	Team Manager

Purpose of the Job:

Manage a caseload of various levels of complexity and effectively utilise resources to progress children's plan of adoption. The skills base centres on excellent communication skills, specialising in the adoption process in order to find good matches when connecting children with the right adoptive family.

This role will also involve assessment of prospective adopters.

Main duties and responsibilities:

- Inspiring social work practice to promote the best outcomes for every child.
- An interest in partnership working across 3 different LAs in South East
- The ability to work across APSE to ensure the best use of resources
- Knowledge of childcare legislation, statutory guidance and Child Protection Procedures
- Ability to work flexible hours to fit with the needs of young people and families
- An ability to present complex information in writing and in person.
- Undertake confident analysis and decision making
- Work with Case Management systems and ensure management information is maintained.
- Experience of adoption and completing direct work with children

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: Family Finding Social Worker

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> • CQSW/DipSW or equivalent and registration as a social worker with the HCPC • Post Qualifying Awards 1. 2. 3. 4 and 5
EXPERIENCE	<ul style="list-style-type: none"> • Minimum of 2 years diverse post qualification practice experience in Children Social Work Teams
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Computer literate with good written skills for report and assessment writing • Excellent interpersonal skills to communicate and work effectively with clients and colleagues • Excellent organisational skills, ability to work effectively on own initiative as well as within a team • Ability to undertake comprehensive assessments and evidence reflective analytical skills. • Ability to complete reports to a high standard. • Ability to monitor and support children and families.
KNOWLEDGE	<ul style="list-style-type: none"> • Good Working knowledge of The Children's Act 1989, Adoption Act 1976, Adoption Regulations, the National Standards Framework for Adoption, and comprehensive knowledge of the Adoption and Children Act 2002. • Good working knowledge of County Procedures relating to Looked After Children, Children in Need and children in the Child Protection System • Good working knowledge of County Policy and Procedures relating to Permanency Planning, Child Permanence Reports (CPR) and Adoption plans for children. • Good working knowledge of family relationships • Good understanding of Family Court Proceedings

	<ul style="list-style-type: none"> • Good understanding of child development, separation, loss and impact of developmental trauma on children. • Good working knowledge of Assessment Framework, Siblings Assessment, Life Story Work, Direct Work to Prepare Children for Transition • Good understanding of attachment theory • Good understanding of linking and matching process that considers children’s identified needs with prospective adopters’ strengths and vulnerabilities. • Good understanding of inter-agency working, inter-agency placements • Good understanding of prospective adopters report (PAR)
<p>KENT VALUES AND CULTURAL ATTRIBUTES</p>	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>