

Kent County Council

Job Description: *Experienced Social Worker*

Directorate: Children, Young People and Education

Unit/Section: Specialist Children's Services

Grade: KR10

Responsible to: Team Manager

Level Descriptor

Capable of working autonomously with additional supervision provided only in exceptional circumstances. Manage situations that are more complex with higher levels of risk and uncertainty. Act as role models and mentors to less experienced colleagues and begin to identify and develop areas of knowledge and expertise that are above the minimum requirements for the role, sharing these with colleagues and other professionals. Take an active role in effective team working and understand the team's relationships with other services.

Purpose of the Job:

Manage a Children & Families caseload of higher levels of complexity, involving the assessment, planning, implementation and evaluation of appropriate action, to ensure that resources to safeguard and promote the welfare of children and their families. The postholder should be working in line with the Social Care Capability Framework.(SCCF)

Raise the standard of professional work within the team by contributing to training initiatives and "in-house" core training courses whilst consolidating a breadth of social work practice.

Main duties and responsibilities:

- Manage a complex caseload, including assessment and planning in cases involving high levels of risk or need, within the parameters of agreed policies and practices, together with the professional guidance and support to safeguard and promote the welfare of children and meet their individual needs.
- Work in partnership with the child, parents and carers, Health Service including Acute and Community Trusts and with Primary Care Trusts, Education Authority, District Councils, commercial and private sector and voluntary bodies to identify, evaluate and review care plans to produce positive outcomes for children and their families.
- Complete effective and timely recording of accurate information using agreed systems.
- Work in a cross-section of social work teams, through secondments etc., to continually develop and consolidate knowledge base and level of skills and enabling the assignment of more complex caseloads to meet the ever changing needs of the children and their families.

- Maintain an awareness of changes in child development etc., and related theories, legislation, corporate and directorate policies, local and agency practices, in order to disseminate knowledge and contribute to the delivery of a high standard of service.
- Use appropriate theory and research to inform practice
- Prepare applications for submission to Family Courts and represent the County Council's Children & Families Service as and when required in Court in accordance with the County Council's procedures to safeguard and promote the welfare of children.
- In liaison with the Senior Practitioner, operate across a variety of SCS teams to gain a diverse level of knowledge and experience that meets the appropriate practice level and a high standard of service delivery.

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: Experienced *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"> Degree in Social Work, CQSW/DipSW or equivalent and registration as a social worker with Social Work England
EXPERIENCE	<ul style="list-style-type: none"> Diverse post qualification practice experience in Children and Families Experience of systemic practice e.g. Signs of Safety
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Ability to supervise and develop student placements and other social work staff Computer literate with good written skills for report and assessment writing Good interpersonal skills to communicate effectively with children, families and colleagues Interest/desire to lead in training courses Supervisory, mediation and negotiation skills Ability to work effectively on own initiative as well as within a team Ability to build relationships and promote change Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.
KNOWLEDGE	<ul style="list-style-type: none"> Good Working knowledge of relevant legislation and policies and procedures relating to Looked After Children, Children in Need and children in the Child Protection System Good working knowledge of family relationships Good understanding of Family Court Proceedings Good working knowledge of Assessment Framework Understanding/knowledge of fostering, adoption and disability issues Good understanding of attachment theory
KENT VALUES AND CULTURAL ATTRIBUTES	<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>
COMPETENCIES	Competencies are set within the knowledge and skills statements contained in the Social Care Capability Framework.