

# Kent County Council

## Job Description: Consultant Social Worker (Think Ahead)

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<b>Directorate:</b>	<b>Adult, Social Care and Health</b>
<b>Unit/Section:</b>	<b>Strategic Safeguarding, Practice, Policy and Quality Assurance Team (SSPPQA)</b>
<b>Grade:</b>	<b>KSI</b>
<b>Responsible to:</b>	<b>Practice Development Service Manager</b>

### **Introduction:**

Think Ahead is a charity working in partnership with NHS and Local Authority community mental health services to provide a route into adult mental health social work for graduates and career changers. The Consultant Social Worker (CSW) will be employed by Kent County Council (KCC). They will hold a small caseload and delegate social work tasks to the cohort of Think Ahead participants who are placed in an Adult Community Team. The work allocated will be supporting those adults who would have previously been supported by KCC Mental Health Social Workers although there will also be opportunity to work with a diverse range of people within adult social care. Consultant Social Workers provide an outstanding practice learning experience, acting as role models for participants, whilst operating at senior social work level in a multi-disciplinary team.

### **Purpose of the Job:**

Management of the Think Ahead unit:

- Responsible for all work allocated to the Think Ahead participants– ensuring that effective social work support is provided in each case in accordance with relevant legislation and local/national policy.
- Acting as a role-model for outstanding evidence-based social work practice to Think Ahead participants.

General:

To operate at senior social work level within the adult social care community team, ensuring the delivery and development of effective and best quality services in accordance with the service operational policy and quality performance targets. To investigate and manage risk, undertake complex assessments, undertake appropriate onward planning of care, providing specialist mental health advice, support and interventions to the person, carers, staff and other agencies. To provide expert leadership in relation to key legislation including the Mental Health Act, Mental Capacity Act, Safeguarding and The Care Act.

## **Main duties and responsibilities:**

Development of a high-quality practice learning experience:

- Allocate work to participants and develop their practice skills in line with their learning needs.
- Work with community team manager to ensure a sufficiently varied caseload, so that participants are best-placed to become practice-ready at the point of qualification.
- Provide individual supervision, weekly unit case discussion and ad hoc support to participants.
- Work closely with participants as they are exposed to varied and increasingly complex casework as their placement progresses.
- Promote a growing degree of autonomy in participants' practice to ensure practicereadiness at the point of qualification, while retaining accountability for all cases held within the unit.
- Support participants to develop leadership qualities in practice.
- Be proactive in suggesting improvements to the CSW and participant experience as a part of Think Ahead feedback initiatives.
- Active engagement in coaching sessions with Think Ahead Practice Specialist.
- Act as an ambassador for Think Ahead within your organisation, raising awareness of the programme and of the models of intervention that comprise the Think Ahead curriculum, as well as supporting integration of the unit within the organisation.

Assessment and performance management

- Formal assessment of written and practical work completed by Think Ahead participants on placement, including participant reports and regular direct observations of practice, according to Middlesex University's assessment timelines.
- Complete midway and final reports for each participant at each placement stage.
- Provide feedback to participants, addressing performance issues together with Academic Tutor.

Consultant Social Worker training programme:

- All Consultant Social Workers are required to attend teaching days on social interventions in mental health with the Think Ahead programme plus structured selflearning.
- There will be further teaching days for Consultant Social Workers on practice education and supervision (PEPS 1 and 2).
- There will be four CSW Development Days with tailored leadership training.
- Consultant Social Workers will also be required to complete assignments, direct observations with their academic tutor and other private study outside of teaching days towards their Post-Graduate Certificate in Advanced Social Work. (PEPS)

## **Research and Development Activity**

1. Required to undertake regular R&D activity as appropriate.

2. Participate in the operational planning, implementation of policy and service development within the team, leading on delegated projects

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: Consultant Social Worker (Think Ahead)

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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
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Social work qualification at degree level and current registration with Social Work England.</li><li>• Practice Educator Professional Standards Stage 2 qualification or a willingness to complete.</li><li>• Post-qualification CPD in social work practice and/or training and leading others.</li></ul>
<b>EXPERIENCE &amp; KNOWLEDGE</b>	<ul style="list-style-type: none"><li>• Knowledge of relevant legislation and policy, with the ability to apply this knowledge to practice.</li><li>• Awareness of theories, models of intervention and research activity that underpin best practice in adult mental health social work.</li><li>• Significant social work experience in community mental health settings.</li><li>• Highly skilled in mental health social work with individuals, groups and communities.</li><li>• Excellent risk assessment and risk management skills.</li><li>• Ability to employ own knowledge, experience, practice skills, networks and values to create a rich and inspirational learning experience.</li><li>• Confidence in critically and constructively reflecting on others' social work practice.</li><li>• Experience of supervising or mentoring other practitioners</li><li>• Excellent analytical, influencing and negotiation skills.</li><li>• Excellent written and verbal communication skills.</li></ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"><li>• Leadership: the ability to act as a professional role model, demonstrate initiative, and engage others and enable them to achieve their goals.</li><li>• Motivation: personal commitment to transforming the lives of people with mental illness, with an understanding of the positive impact of social work and the Think Ahead mission.</li><li>• Adaptability: resilience and flexibility in changing circumstances, with the ability to work under pressure and deal with uncertain or unexpected outcomes.</li><li>• Relationship- building: empathy and respect for all individuals, with the ability to build relationships and understand people's motives and perspectives.</li></ul>

	<ul style="list-style-type: none"> <li>• Communication: the ability to collaborate with and influence a wide range of people, in person and through written communication.</li> <li>• Problem- solving: the ability to objectively analyse situations, using evidence and clear judgement to generate effective solutions.</li> <li>• Self-awareness: the ability to understand, and reflect critically on, both your own personal development and how your actions affect others.</li> <li>• Demonstrates professional curiosity and the ability to manage appropriate professional challenge</li> <li>• Ability to communicate effectively : verbally, in writing and via other media (i.e. power point, teaching presentations, )</li> <li>• Ability to demonstrate effective team and multi-agency collaborative working.</li> <li>• Supervision skills both individual and group facilitation skills.</li> <li>• Able to demonstrate advanced report writing and presentation skills</li> <li>• Ability to demonstrate problem solving and critical analysis skills.</li> <li>• Ability to manage and organise workload including prioritising work as it presents itself to the Think Ahead unit</li> <li>• Ability to work to meet deadlines.</li> <li>• IT literacy</li> </ul>
<b>KENT VALUES AND CULTURAL ATTRIBUTES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p>