



Description and Person Specification

Chief Principal Social Worker

Details of the job

Hours:	Full Time
Location:	One Angel Square
Reports to:	Assistant Director
Service Area:	People Directorate – Adult Social Care

Description

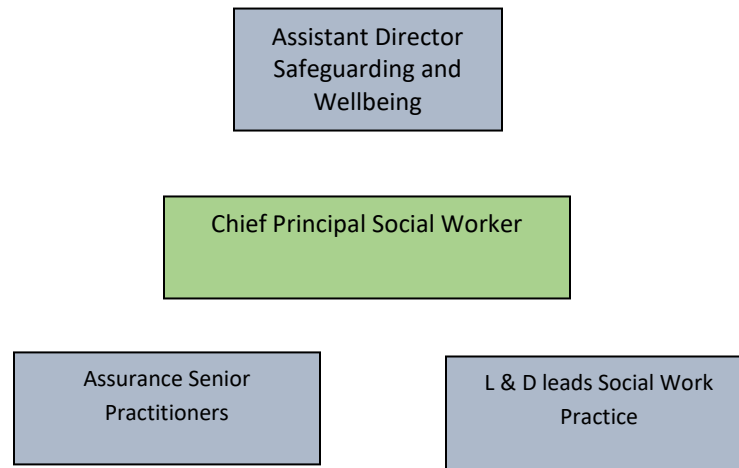
1. To act as the Principal Social Worker as defined within the Care Act 2014 and to lead the assurance function for regulation as defined by the Health and Care Bill 2022

Purpose & Impact:

1. To provide line management of the assurance function for CQC regulatory framework for local authorities as defined by the Health and Care Bill 2022
2. To provide professional leadership, advice, guidance and development for social work and social care across the department.
3. To lead the social care workforce to embed best practice and new ways of working. The responsibility relates to qualified Social Workers, Assessment and Enablement workers and Community Support Workers.



Organisational Structure



Responsibilities:

1. To lead and oversee excellent social work practice through development of quality assurance and audit mechanisms that improve social work practice.
2. To contribute to workforce development initiatives to make sustainable improvements in social work practice and to work closely with Learning and Development colleagues.
3. To promote and advise on effective, evidence based social work, keeping up to date with research developments and ensuring that social workers and their managers are able to use research effectively.
4. To support effective social work supervision and decision making.
5. To lead on ensuring the quality and consistency of social work practice in fulfilling the Council's responsibility for core training e.g. safeguarding; MCA; MHA.
6. Oversee the coordination of workforce development, ensuring appropriate numbers of staff are working towards post qualification awards to ensure the authority can discharge its statutory duties. This will include ASYE, AMHP, Practice Educator and Best Interest Assessors.
7. To advise the Director of Adult Social Services (DASS) and/or wider council in complex or controversial cases and on developing case or other law relating to social work.
8. Function at the strategic level of the Professional Capabilities Framework.
9. Contribute to case reviews as required by the department in particular, act as the author for Individual Management Reports (IMRs).
10. To provide senior management support to Northamptonshire Safeguarding Adults Board.

Supervision and Work Planning



1. The post holder will work alongside colleagues to develop and implement areas of the service for which they are responsible in accordance with team and service plans. There are several strands to this which reflect both the diversity of the range of responsibilities and also the commonality which is excellent professional social work practice to discharge statutory duties under the Care Act; MHA and MCA specifically.
2. Supervision will be delivered in accordance with the Supervision Policy. 1:1 management supervision will be monthly and provide opportunity to review progress of plans, individual performance against agreed SMART objectives and annual performance review (VIP).
3. The post holder will work within National legislation guidelines and local policy and procedure.
4. The post holder will attend by exception Senior Leadership Team meetings and Northampton Safeguarding Adults Board meetings as part of their leadership and accountability framework.

Communications / Contacts

This is a senior role within the organisation and the post holder will have responsibility for delivering messages regarding strategic and operational decisions both within WNC and to external partners. To be effective in the role the post holder will require functioning networks in which they can negotiate and influence policy and practice.

Knowledge Experience and Training

1. Qualification in Social Work and currently registered with Social Work England.
2. Higher post qualifying training in relevant discipline or management qualification.
3. Management experience over a range of professional roles with significant experience of managing functions in a number of specialisms e.g. Older People, Mental Health, Learning Disability, Adult Safeguarding.
4. Experience of developing business strategy and implementing innovative operational plans to meet the vision and build new services.
5. Establishing, maintaining and improving professional standards throughout the workforce in line with the professional competence frameworks and Skill for Care.
6. Achievement and maintenance of financial information.
7. Experience in strong working relationships with partners and stakeholders including health, police, public health, business partners, universities and user and carer organisations.
8. Ability to travel effectively between locations.



Our Values& Behaviours

TRUST

We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.



HIGH PERFORMANCE

We get the basics right and what we do, we do well. We manage our business efficiently.



RESPECT

We respect each other and our customers in a diverse, professional and supportive environment.



INNOVATE

We encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.



VALUE

We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness.



EMPOWER

We believe in people, will listen, learn and trust them to make decisions.
We help people to realise their ambitions.





Key Accountabilities

1. To manage the assurance team for the statutory regulation of Local authorities under the Health and Care Bill 2022 and the working development leads for social work practice.
2. To develop and maintain effective partnership arrangements with partner organisations.
3. To ensure that safeguarding policy, process and practice is working effectively and that safeguarding training for staff is accessible, effective and relevant.
4. To establish and sustain a performance culture throughout the service which reflects national and local Key Performance Indicators and adds value to the overall effectiveness of the Council.
5. To function at the strategic level of the Professional Capabilities Framework.
6. To access and utilise local, regional and national networks to enhance knowledge and experience across the service area, deliver best practice in social work provision and create opportunities to show case social work excellence.
7. To be visible across the organisation including elected members and senior management through to front line staff.
8. To bridge the gap between professional and managerial responsibility to influence the delivery and development of social work practice.

Person Specification:

Attributes	Essential Criteria	Desirable Criteria
Professional and confident. Command respect through leadership and example.	Professional Qualification in Social Work with current Social Care England Registration.	Post qualifying training e.g., advanced social work practice; social care management; training and development management; social care legislation.
Experienced and mature. Able to plan effectively and deliver to timescales and under pressure.	Minimum 5 years' experience at a senior practitioner level with supervisory and management experience including detailed knowledge of legislation relevant to the role.	Experience of different customer groups and interventions e.g.: safeguarding enquiries; Best Interests Assessments, MCA and MHA Assessments and reviews.



Knowledgeable of the profession past, present, and future. Able to deliver a message with confidence and to inspire others.	Professional development and training experience including strategic planning, budget, and funding stream management, and delivering training programs and courses.	A background in delivering training and development. A proven track record of own training and development.
Excellent communication skills. Knowledge of the wider context in which WNC operates. Ability to understand strategic issues and priorities.	Ability to represent the organisation as a senior manager at a variety of meetings and forums including Boards; Reviews; Enquiries; and consultations and customer facing engagements.	Evidence of attendance at a variety of senior strategic and operational management groups locally, regionally and/or nationally as a representative of the employing organisation.
Good operational management skills demonstrated by service achievements and outcomes. Leadership qualities and commitment to professional development of staff.	A track record of having delivered high quality, high achieving services which meet statutory duties and improve outcomes for customers and the general public.	Career pathway which illustrates consistently high personal performance and achievement, ongoing professional development and commitment to promoting the profession.

- Within the flexible / agile working model there are **four clearly defined worker types**. Your worker type is determined by your **job role**.
- Your line manager will inform you which worker type your job role falls under. This is something you will continue to discuss with your line manager as we embed this culture across our organisation.



**West
Northamptonshire
Council**

