



## Job Description

Job Title: Decision Maker (MASH )

POSCODE:

Grade: K42 – L44

### Overall Purpose of Role

To deliver high quality social work services, at a level appropriate for a professionally qualified post, to young people and families to ensure the welfare of children and young people is safeguarded and they are protected in accordance with the legal and statutory obligations of Northamptonshire County Council.

To mentor, guide and manage Multi Agency Safeguarding Hub Officers (MASHOs) and provide high quality case work decisions and operational supervision of staff within the team to ensure that their work meets Health and Care Professions Council (HCPC) standards of proficiency and contributes to the achievement of social work service objectives.

As part of an operational social work team make case decisions regarding the actions needed to ensure the safety and needs of children are met in line with Working Together 2018 timescales.

Contribute to the overall management of the MASH team in order to meet service objectives, key performance targets and statutory requirements of social service legislation.

### Main Accountabilities

**Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities**

Main Accountabilities	
1.	Have direct accountability for making decisions on children's cases referred to the MASH and determine actions required and apply appropriate thresholds for statutory intervention to ensure that children are safeguarded within agreed Working Together timescales.
2.	Deliver professional leadership for staff within a service team, organise and delegate the workload of MASHOs providing induction, line management, professional development and daily operational supervision of support staff, in situations of high complexity ensuring a high standard of service delivery. To

	ensure that equal opportunities and health and safety policies are fully integrated into the daily working of the team
3.	To improve the quality of casework by undertaking case file audits and ensuring learning from audit activity and formal observations of daily practice is implemented into social work practice.
4.	To provide the Team Manager with accurate information and assist the Team Manager with establishing, maintaining and utilising information systems to ensure best practice as part of a robust quality assurance system and to inform performance and budget management of the team and organisation.
5.	Working within a multi-disciplinary/multi-agency context, to develop effective working partnerships with other agencies and services involved to ensure that positive outcomes are achieved in all key areas of service user's lives.
6.	Ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons, and to comply with the policies and procedures relating to health and safety within the department. To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
7.	Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

### Safeguarding commitment

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

## Person Specification

### Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/Desirable
Education and qualifications	Degree in Social Work/ Certified Qualification in	

	Social Work (CQSW)/ Certificate in Social Service (CSS)/ Diploma in Social Work (SW-SP)/ Home Office letter of recognition.	
	Registered with the Health and Care Professions Care Council on the Social Care Register.	
		Hold or be willing to undertake post-qualification awards in Social Work or appropriate discipline/service as a practitioner.

Minimum levels of knowledge, skills and experience required for this post

<b>Identify</b>	<b>Details</b>	<b>Essential/Desirable</b>
<b>Experience and Knowledge:</b>	Knowledge of statutory and multi-disciplinary frameworks.	
	Knowledge and understanding of using appropriate assessment tools and research.	
	Knowledge and understanding of relevant legislation, national policies and procedures for Social Work	
	Knowledge of the impact of abuse to children through research and what specific intervention is required to improve outcomes for children	
	Experience of supervising and mentoring staff within children's services.	
	Decision Makers must be highly experienced in order to ensure that the correct decisions are made within a short period of time to safeguard and protect children.	

	Experience in managing positive working relationships.	
	Experience of working within assessment processes and child protection environment.	
	Experience of conflict resolution in casework delivery.	
	Experience of identifying and managing risks to children.	
<b>Skills:</b>	Excellent written and verbal communication skills including ability to use word and excel to produce reports, carry out correspondence and keep accurate records.	
	Effective negotiating skills, working within NCC and with partner Agencies	
	Ability to prioritise work, responding to crisis situations and balancing risk to service users and staff.	
	Demonstrate an understanding of the safe working practices that apply to this role.	
	Ability to identify and manage risk to children and respond immediately to ensure safeguarding actions are taken. The well-being of children and young people/vulnerable adults is paramount.	
	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs.	

## Disclosure Level

What DBS Level is required for this post?

None

Standard

Enhanced Child Only

Enhanced Child/Adult Bar

## Working Arrangements

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)

Fixed

Flexible

Field

Home