

Job Description

Job Title Social Worker - CSC Social Worker

Grade MB1

Overall purpose of the job

Provide a high quality and effective social work service to respond to the needs of the children and their families in a timely manner and within statutory guidelines. Assess, need, plan and deliver focused intervention to safeguard children and promote positive outcomes.

Main accountabilities

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1.	Response to need
1.	Provide professional leadership for complex case arrangements, in situations which involve, risk, complexity and safety of the service user and others. Identifying through assessment needs and strengths and source appropriate solutions and interventions.
2.	Use analytical skills, interviews and observations to inform assessment, decision making and interventions to achieve desired outcomes within the context of managing risk to children.
3.	Complete support planning with families by understanding the context of child development, parenting capacity and family and environmental factors to ensure that outcomes identified at assessment are met (within budgetary constraints) through the provision of support.
4.	Take a professional lead on safeguarding issues where abuse or neglect is suspected.
5.	Assess and balance risk and protective factors within a child protection framework.
6.	To provide more specialist social work practice skills and knowledge to make independent decisions and support situations in which risk, ambiguity or complexity is greatest.
7.	To ensure legislation is adhered to and challenge decisions where appropriate.
8.	To act as the lead professional and ensure all matters in respect of child protection are dealt with promptly, effectively and in line with the child protection procedures and escalated as necessary.
9.	To provide written and verbal child protection plans where appropriate along with reports appropriate for courts and other legal purposes, which are concise, informative and based on complex evidence to support problem solving and resolution.
10.	Assess and manage risk, knowing how to intervene proportionately and ensuring people are protected from harm, whilst protecting their human rights.

2.	<p>Partnership Working</p> <p>11. Represent Cambridgeshire County Council at a community level and by working jointly with key partner agencies to enable independence and source appropriate solutions for children and families</p> <p>12. To contribute to the development of integrated services and policy and to promote new ways of developing service user care, taking account of resource constraints and national initiatives.</p> <p>13. Share information about children with other agencies in order to safeguard them and promote their welfare as appropriate</p>
3.	<p>Professional Development</p> <p>14. Maintain and update knowledge regarding social policy and social work practice and be fully informed of organisational policy and procedures and relevant legislation.</p> <p>15. To take a key role in promoting and developing service user empowerment, and recognise diversity and anti-discriminatory practice in all professional practice.</p> <p>16. To take responsibility for own professional development and record CPD</p> <p>17. Share knowledge and expertise with peers to support the development of a confident and skilled workforce.</p>
4.	<p>Professional Values, Behaviours and Standards</p> <p>18. Carry out duties in a timely and responsive manner, in line with HCPC Standards, the Professional Capability Framework and CCC's behaviours – working together, integrity, respect, excellence.</p> <p>19. Keep and maintain accurate service user records, in line with professional requirements and departmental recording methods.</p> <p>20. Is an ambassador for the profession internally and externally</p>

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Degree level qualification – Social Care	Recognised Social Worker qualification Relevant specialist post qualifying and or post graduate training	E
	Current HCPC registration	E
	Actively undertake a specialist role eg Practice Educator or AMHP or agreement to undertake within the first year.	E
	Approved Mental Health Practitioner	D
	Best Interest Assessor (BIA)	D

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

Identify	Describe	Essential/ Desirable
Knowledge		
Proven knowledge, experience and understanding of child development, parenting capacity, environmental factors and risk and protective factors.		E
Proven previous experience of summarising, analysing and evaluating complex information		
Experience of social work with families		
Knowledge of relevant safeguarding legislation, statutory guidance and procedures.		
Knowledge of key children's agencies		
Knowledge and awareness of issues relating to communities from different racial and cultural backgrounds and Equal Opportunities		
Experience of identifying and assessing need, formulating and implementing effective social work intervention.		
Skills		
Ability to write concise reports and have excellent verbal communication skills		E
Ability to create a rapport and build relationships with children/young people and their families		
Ability to prioritise tasks, manage own workload and be accountable for case work		
Able to work with a person centred, strengths based approach		
Ability to operate in a fast pace, changing environment		

<p>Ability to actively support and promote Equal Opportunities</p> <p>To be able to thrive in a complex and demanding environment</p> <p>Excellent communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.</p> <p>Ability to formulate and implement effective social work interventions focused on outcomes</p> <p>Ability to lead and direct team members regarding professional practice and social work interventions</p> <p>Excellent IT skills and ability to use a variety of IT devices, systems and databases.</p> <p>Ability to work from a variety of locations and travel countywide.</p>	
Experience	
<p>Experience of working as part of a multi disciplinary team</p> <p>Experience of identifying and assessing need, formulating and implementing effective social work interventions</p> <p>Experience of using information management systems to produce good quality data in a variety of formats.</p>	E
<p>Experience of negotiating to reach a resolution</p> <p>Experience of successfully effecting change</p> <p>Broad range of experience in multi-agency working</p>	E