



Principal Social Worker

Salary:	£49,817 - £53,051
Pay Band:	NNCBAND08
Working Hours:	37 hours per week
Service Area:	Adult Social Care
Responsible to:	Team Manager

Main Purpose

To provide and maintain a high quality of direct practice within the team to promote independence, social inclusion and the safeguarding of adults.

To undertake delegated responsibility for the functioning of the team.

Role Responsibilities

- In the absence of the Team Manager, and within a scheme of delegation, to take summary decisions to ensure effective running of the team and use of resources.
- To contribute to the monitoring of the budget in accordance with the service policies and procedures and complying with all financial regulations.
- To develop, implement and maintain effective performance management and quality assurance systems and to use the information to ensure continuous improvement in delivery of services.
- To contribute to the recruitment and induction of staff.
- To contribute to the development and delivery of the team service plan.
- To directly support care managers and other support staff and to ensure through training, development and appraisal programmes that they can maintain professional standards and deliver an effective service to customers, carers and other agencies.
- To implement mobile working in line with North Northamptonshire Council policies.
- To commit to and develop effective partnership working with specified agencies and organisations.
- To assume the role of lead practitioner in certain situations of specific complexity or of a particular specialist nature.
- To ensure the implementation of electronic data systems to effectively manage information on staff customer services.
- Demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
- 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.

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

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.



Person Specification – Principal Social Worker

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications	3 A levels or equivalent (any subject). Relevant professional qualification in Health or Social Care.	Management Qualification (CMS, CIM, or similar).
Experience and Knowledge	Understanding of Performance Indicators and their impact on service delivery. Understanding of financial systems and budgetary requirements. Sound understanding of current developments in Community Care and relevant legislation. Previous experience of supervising staff. Previous experience in an adult care multi agency setting, in a professional capacity.	
Ability and Skills	Articulate and numerate. Good verbal and written reasoning sufficient to write and present concise and relevant reports. Good organisational and problem solving skills. Ability to act decisively in complex and difficult situations, but to seek appropriate advice when required. Ability to travel effectively to different locations.	

Equal Opportunities

Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs.



Safeguarding

Demonstrate an understanding of the safe working practices that apply to this role.

Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.

Health & Safety

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.

Disclosure Level

What disclosure level is required for this post?			
☐ None	☐ Standard	☐ Enhanced	☒ Enhanced with barred list checks

Our Values and Behaviours

Our values define who we are and how we operate, by forming the foundation for how we interact with our customers, colleagues and provide our services. They are also at the forefront of our decision making and delivery and include:



Our Key Commitments

Our key commitments help ensure that the priorities we make, now and in the future, maintain the necessary breadth of focus in those areas that we believe matter most.

Our key commitments are:

- **Active, fulfilled lives:** We will help people live healthier, more active, independent and fulfilled lives.
- **Better, brighter futures:** We will care for our young people, providing them with a high-quality education and opportunities to help them flourish.
- **Safe and thriving places:** We will enable a thriving and successful economy that shapes great places to live, learn, work and visit.
- **Green, sustainable environment:** We will take a lead on improving the green environment, making the area more sustainable for generations to come.
- **Connected communities:** We will ensure our communities are connected with one another, so they are able to shape their lives and the areas where they live.
- **Modern public services:** We will provide efficient, effective and affordable services that make a real difference to all our local communities.

Why choose us?

We offer a fantastic working environment including diverse and active staff networks, great flexible working opportunities and well as many other benefits, you will:

- Receive a generous annual leave allowance.
- Have access to our Employee Assistance Programme which offers a confidential service for employees and their families 24 hours a day / 7 days a week. The programme provides expert advice and counselling in areas such as finances, family and personal problems, work issues, health related problems, childcare and consumer rights.
- Join the Local Government Pension Scheme (LGPS), which is a tax approved occupational pension scheme with a generous employer contribution rate, immediate life cover and ill-health protection. Benefits are based on the length of your membership and final salary.

We are proud to be a recognised Disability Confident Employer and is committed to providing an inclusive recruitment process and will offer an interview to disabled applicants who meet the essential criteria for the role.

