Northumberland County Council
JOB DESCRIPTION

Post Title:	Social Worker	Director/Service/Sector:		Office Use
Band: 8		Workplace: District Office and agile working		JE ref: 1770 HRMS ref:
Responsible to: Team Manager		Date:	Lead & Man Induction:	

Job Purpose: To be part of a team providing a Statutory Social Work Service within Northumberland. To promote and support (children and/or their families) when in crisis, or breakdown to remain with their families or with their identified carers. To provide direct social work intervention to (children, young people and their families) in the community.

Resources	Staff	Coaching and mentoring of less experienced colleagues
	Finance	Limited authority to make emergency payments in the absence of the appropriate budget holder
	Physical	Post involves the day-to-day updating and maintenance of complex, sensitive and confidential data.
	Clients	Substantial contact with children and their families. The post does involve lone working.

Duties and key result areas: Individually or as part of a team,

1. To carry a complex mixed caseload of children in a variety of circumstances. (CIN/CP/LAC)
2. To aim to achieve good outcomes for children and their families
3. To assess children and their families; to devise plans which address identified needs.
4. Assess and manage risk utilising an evidence based approach
5. To monitor, review and update plans effectively.
6. To use social work tools, practice and research to underpin interventions
7. To promote children and young people remaining with their birth families or identified carers, by preventing family breakdown or reuniting child/ren or young people separated from their family due to temporary crisis.
8. To work directly with children, young people and their families at the point of crisis, ensuring the welfare of the child is prioritised at all times.
9 To establish and maintain effective working relationships with individual service users, groups, families and multi-agency partners.
10. To understand and apply the locally agreed thresholds for intervention, stepping cases 'up' and 'down' as appropriate
11. To case manage and record in accordance with statutory agency requirements.
12. To use ICT systems competently and effectively.
13. To offer coaching and mentoring to less experienced colleagues as required.
14. To model and share good practice within the team
15. To participate in identified projects/initiatives/training in line with practice improvement agenda.
16. To be proactive, taking responsibility for individual CPD.
17.To follow the standards as recommended by the social work regulator in relation to standards, performance and ethics.
18. To participate in the office duty system as required
19. Other duties appropriate to the nature, level and grade of the post.

Work Arrangements

Physical requirements:	Need to visit children and their families and attend meetings pertaining to the care of the young people throughout Northumberland.
Transport requirements:	Generally working pattern would be 8:30 - 5:00 office hours although flexible working would be expected according to the needs of the service
Working patterns:	A requirement to lone working.
Working conditions:	You will hold a full driving license and have use of a car with business insurance.

Post Title: Social Worker	**Director/Service/Sector:**		Ref: 1770
Essential	**Desirable**		**Assess by**
Qualifications and Knowledge			
Degree in Social Work, Dip SW, CQSW, CSS. Current HCPC Registration. Up-to-date understanding of the key issues and relevant theoretical background facing professional child care social workers, particularly related to children's safeguarding and looked after children.	Further PQ award modules, ie Practice Educators and or Safeguarding. Up-to-date knowledge of relevant research and legislation		
Experience			
Substantial experience of working with children, young people and families. Experience of Child Protection and Safeguarding. Experience of team working. Experience of positive decision making.	Experience of working in a range of social work settings. Experience of supervising staff and students.		
Skills and competencies			
Ability to form positive relationships with service users and colleagues. Demonstrable risk assessment and critical thinking skills. Ability to communicate effectively both verbally and in writing with children/young people families and other professionals. Ability to demonstrate sensitivity and an understanding of emotional difficulties and addressing challenging behaviour of children and young people. Knowledge of child protection issues and child development. An understanding of the impact of the toxic trio on children and families Ability to undertake family assessments. Ability to work under pressure, meet deadlines and have strategies to cope with own stressors. Organisational skills. Ability to operate effectively as a member of a team/network. Competence with ICT systems and programmes.	Knowledge and skills of staff supervision. Knowledge of solution focussed models of practice and intervention.		
Physical, mental and emotional demands			
To be a resilient practitioner. Flexible approach to the hours of working to accommodate changes in working patterns at short notice. To implement the principles of agile working, in line with Northumberland County Council's New Ways of Working.			

Motivation		
Positive attitude to supervision and training. Willingness to attempt new challenges and approaches. Positive attitude to supporting equality and diversity. a desire to achieve positive outcomes for children and their families.		
Other		
To be committed to developing a high standard of service. To be committed to meeting the needs of children and young people through collaborating with colleagues and other professional services. The ability to listen and understand to the needs of children/ young people and families.		

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits