

Northumberland County Council  
**JOB DESCRIPTION**

<b>Post Title:</b>	Social Worker	<b>Director/Service/Sector:</b>		<b>Office Use</b>
<b>Band:</b>	8	<b>Workplace: Locality Field Team</b>		<b>JE ref:</b> 3985
<b>Responsible to:</b>	Team Manager	<b>Date:</b>	<b>Lead &amp; Man Induction:</b>	<b>HRMS ref:</b>
<b>Job Purpose:</b> To provide a social work service under the supervision of line manager, within a specific locality and with a specific user group with highly complex needs, providing direct services or arranging for therapeutic services concentrating on the more complex problems presented. This includes undertaking statutory, care management and safeguarding adult's duties and assisting in the development of other staff, students and services. To be part of a team providing a Statutory Social Work Service within Northumberland.				
<b>Resources</b>	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	Direct interventions/ influence on service users & carers wellbeing, The post does involve lone working.		
<b>Duties and key result areas:</b> Individually or as part of a team,				
<ol style="list-style-type: none"> <li>1. To carry a complex mixed caseload of service users in a variety of circumstances.</li> <li>2. To aim to achieve good outcomes for service users and advocate on their behalf.</li> <li>3. To assess service users and their Carers; to devise plans which address identified needs.</li> <li>4. Assess and manage risk utilising an evidence based approach</li> <li>5. To monitor, review and update plans effectively.</li> <li>6. To use social work tools, practice and research to underpin interventions</li> <li>7. To promote service users returning home from hospital, by preventing carer/family breakdown</li> <li>8. To work directly with service users and their families at the point of crisis, ensuring the welfare of the service user promoted.</li> <li>9 To establish and maintain effective working relationships with individual service users, groups, families and multi-agency partners.</li> <li>10. To understand and apply the locally agreed thresholds for intervention, stepping cases 'up' and 'down' as appropriate</li> <li>11. To case manage and record in accordance with statutory agency requirements.</li> <li>12. To use ICT systems competently and effectively.</li> <li>13. To offer coaching and mentoring to less experienced colleagues as required.</li> <li>14. To model and share good practice within the team.</li> <li>15. To participate in the supervision of professional students, with the agreement of the Team Manager.</li> <li>16. To participate in identified projects/initiatives/training in line with practice improvement agenda.</li> <li>17. To be proactive, taking responsibility for individual CPD.</li> <li>18.To follow the standards as recommended by the social work regulator in relation to standards, performance and ethics.</li> <li>19. To participate in the office duty system as required</li> <li>20. To carry out specialist assessments and specific function appropriate to the post, eg Approved Mental Health Professional (AMHP) or Best Interest Assessor (BIA)</li> <li>21. Other duties appropriate to the nature, level and grade of the post.</li> </ol>				
<b>Work Arrangements</b>				
Physical requirements:	Need to visit service users home or in hospital. Attend meetings pertaining to the care of the service user 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.			

## PERSON SPECIFICATION

<b>Post Title:</b> Social Worker	<b>Director/Service/Sector:</b>	Ref: 3985
<b>Essential</b>	<b>Desirable</b>	<b>Asses s by</b>
<b>Qualifications and Knowledge</b>		
Degree in Social Work, Dip SW, CQSW, CSS. Completed Assessed Supported Year Employment Two years Whole Time equivalent PQ experience of working with a relevant client group (having carried a full caseload). Current Social Work England Registration. Up-to-date understanding of the key issues and relevant theoretical background facing professional Adult social workers, particularly related to Safeguarding Adults and Mental Capacity	Post Qualifying Awards in Social Work (and related professional qualification training) ie Practice Educators and or Safeguarding. Associated training relevant to the specific post Up-to-date knowledge of relevant research and legislation Hospital Discharge Policy	
<b>Experience</b>		
Substantial experience of working with Adults. Experience of Safeguarding Adults. 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.	
<b>Skills and competencies</b>		
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 service users and other professionals. Ability to demonstrate sensitivity and an understanding of emotional difficulties and addressing challenging behaviour of service users. Knowledge of Safeguarding Children and Adults. Ability to undertake holistic assessments. Ability to work under pressure, meet deadlines and have strategies to cope with own stressors. Organisational skills. Ability to operate within a variety of health and social services settings. Ability to understand the financial budgetary framework of the Division. 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.	
<b>Physical, mental and emotional demands</b>		
To be a resilient practitioner.		

<p>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.</p>		
<b>Motivation</b>		
<p>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 service users</p>		
<b>Other</b>		
<p>To be committed to developing a high standard of service. To be committed to meeting the needs of service users through collaborating with colleagues and other professional services. The ability to listen and understand the needs of service users and their Carers. Driving Licence required to be able to satisfy the mobility requirements of the post.</p>		

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