

Job Description

Social Worker – Adult Mental Health Professional (AMHP)

Reference: 1768

Date: April 2026

Job Family: Care / Adults Social Work

Level: 3

Band: 9

Career Track: Technical Professional, Managerial

Job Purpose

To deliver a high quality social work service to adults with complex needs within a defined locality, carrying out statutory duties including care management, safeguarding, and specialist assessments such as those required of an Approved Mental Health Professional (AMHP). The role ensures individuals receive appropriate therapeutic or support services, and promotes safe, person-centred outcomes. Working both independently and as part of a multi-agency team, the postholder contributes to the development of staff, students, and service improvements, maintaining effective professional practice through accurate recording, partnership working, and adherence to legal and organisational requirements.

Service Purpose

Adult Social Care in Northumberland provides support to adults to live safe, fulfilling and independent lives within their communities. We work in partnership with individuals, families and local services to provide timely advice, high-quality care, and proportionate support that promotes wellbeing, protects people from harm, and enables choice and control. It fulfils the council's statutory duties under the Care Act. Our purpose is to ensure people receive the right support at the right time, helping them achieve the best possible outcomes.

Duties and Responsibilities

Case Management & Direct Practice

- Manage a complex caseload involving adults with significant mental health needs, applying advanced professional judgement in high-risk or unpredictable situations.
- Undertake specialist Mental Health Act assessments as an AMHP, making independent and legally accountable decisions regarding detention, guardianship and Community Treatment Orders.
- Complete holistic assessments of need and risk, developing and implementing care and safety plans that prioritise least-restrictive practice.
- Respond to crisis situations, delivering timely and proportionate interventions that promote safety, wellbeing and service user rights.
- Support complex hospital discharge processes and prevent breakdowns in care arrangements, enabling safe and sustainable return-home pathways.

Collaboration, Partnership & Communication

- Build strong working relationships with service users, carers and multi-agency partners, contributing to coordinated and effective support.
- Provide clear, accurate and timely records, reports and statutory AMHP documentation in line with legal and organisational standards.
- Use ICT and digital systems effectively to support assessment, case management and high-quality information governance.

Professional Practice, Quality & Development

- Apply advanced social work knowledge, research and AMHP expertise to inform practice and uphold professional standards.
- Support the development of colleagues and students through coaching, mentoring and agreed supervision responsibilities, including trainee AMHPs.
- Participate in service-wide improvement projects, working groups and initiatives that strengthen quality, compliance and outcomes.
- Maintain AMHP approval and undertake ongoing CPD, ensuring practice remains legally compliant and aligned with current legislation and best practice.

Person Specification

Professional and Technical Requirements

Qualifications

- Holds a recognised Social Work qualification (DipSW, CQSW, CSS).
- Approved Mental Health Professional (AMHP), having completed the required Masters-level training

Knowledge, Skills and Experience

- At least two years' post-qualifying experience working with relevant adult client groups, carrying a full and complex caseload
- Completion of required post-qualifying training (minimum 15 days), maintaining up-to-date professional knowledge.
- Approved Mental Health Professional (AMHP) status, with the associated Masters-level qualification and ongoing re-approval requirements.
- In-depth knowledge of the Mental Health Act and the legal responsibilities associated with AMHP decision-making.
- Experience undertaking complex and specialist assessments, including Mental Health Act assessments and other functions relevant to the post (e.g., BIA where applicable).
- Strong understanding of safeguarding adults legislation, statutory duties and associated risk considerations.
- Up-to-date knowledge of professional social work theory and best practice in adult mental health.
- Proven ability to manage complex casework effectively within statutory, legal and organisational frameworks.
- Experience working with adults with highly complex needs, including those requiring crisis intervention or specialist mental health support.
- Ability to undertake holistic, evidence-based assessments and apply advanced professional judgement.
- Competence in risk assessment within adult social care and mental health settings, including legally accountable AMHP decisions.

- Ability to use ICT systems and digital tools effectively to support case management, documentation and statutory reporting.

Core Competency Requirements

- **Communication:** Communicates across services to influence outcomes. Adapts style across organisational contexts and manages sensitive communications.
- **Collaboration:** Facilitates collaboration across teams, services, and external partners to deliver joined-up solutions.
- **Service Delivery:** Aligns delivery with strategic priorities and maintains high performance. Improves services using innovation and effective use of resources to deliver value for money.
- **Decision-Making:** Balances risk and impact in decision-making across teams or projects.
- **Digital & Data Literacy:** Uses digital systems to manage performance and inform decisions. Applies ethical judgement and explores new data sources. Analyses complex data to improve service outcomes.
- **Adaptability:** Leads teams through change using structured approaches that support clarity and resilience. Builds team cohesion and sustains service culture during transitions.
- **Problem-Solving:** Enables collaborative problem-solving and challenges existing practices to address cross-service challenges.
- **Community & Customer Focus:** Applies community insight and customer feedback to shape responsive and inclusive services.
- **Leadership:** Aligns team capability and resources to deliver meaningful outcomes. Leads projects and services within areas of expertise and across disciplines.

Strengths

Disciplined: You will work in a highly structured and legally governed environment, following statutory processes and professional standards with accuracy and consistency.

Analytical: You can gather, interpret and evaluate complex information to make sound, evidence-based decisions, particularly during Mental Health Act assessments.

Resilient: You can maintain composure and professional effectiveness when working in emotionally challenging, high-risk or crisis situations, recovering quickly from setbacks.

Precise: You will work with accuracy and close attention to detail, ensuring records, statutory reports and AMHP documentation are legally compliant and error-free. [

Preventer: You can anticipate risks, recognising early warning signs and taking proactive steps to safeguard individuals before issues escalate

Desirable

- Additional post-qualifying awards in Social Work or other relevant professional training.
- Further specialist training aligned to the requirements of the role.