

JOB DESCRIPTION

JOB TITLE: Experienced Social Worker

JOB NO: ***

GRADE: D **(consultation grade - subject to formal evaluation under the Pay Equity Review)*

DIVISION: Adult Social Care

NO OF POSTS: TBC

SECTION: Constituency Teams

POST REQUIRES Disclosure and Barring Service check: YES

1.0 JOB PURPOSE

1.1	To work at the level identified in the Professional Capabilities Framework and Knowledge and Skills Statement for an experienced social worker.
1.2	To work within Birmingham City Council's policies, procedures and described processes with a range of Health and Social Care professionals, including the Voluntary Sector
1.3	To provide expert and effective practice in complex situations within and outside the organisation.
1.4	To provide the specialist input required for working with complex transitions.
1.5	To be autonomous in the role and manage a complex caseload.

2.0 DUTIES AND RESPONSIBILITIES

2.1	To adhere to Social Work England Standards of Conduct, Performance and Ethics for social workers.
2.2	To value and respect diversity and promote dignity and equal opportunities in all aspects of the role.
2.3	To take an active part in the development of new initiatives and the improvement of existing processes.
2.4	To fulfil the legal duties to work with the citizens of Birmingham in accordance with the relevant legislation for adults.
2.5	To provide professional leadership and support to sustain a learning culture



2.6	To have a commitment to learning and development, especially with regard to improving best practice, including independent research.
2.7	To model and share good practice with less experienced staff.
2.8	To participate and contribute to training on issues relevant to the needs of the business
2.9	To mentor newly qualified and grade 4 social workers
2.10	To anticipate, assess and manage high levels of risk when working with citizens.
2.11	To diligently adhere to the Directorate's safeguarding policies, procedures and guidance.
2.12	To take responsibility for encouraging multi-disciplinary and/or multi-agency cooperation where necessary to service complex cases.
2.13	To produce high quality complex assessments and reports which are Care Act compliant.
2.14	To work with citizens, their carers and colleagues, including those from other agencies, to gather information to support assessment and positive outcomes for them.
2.15	To ensure that all services provided are appropriate, relevant and sensitive to the needs of Birmingham's diverse community and to actively promote change where necessary to ensure anti-discriminatory practice.
2.16	To produce evidence-based practice demonstrating critical reflection.
2.17	To maintain documentation and electronic systems in accordance with policy and procedure.
2.18	To carry out any responsibilities within the scope and spirit of the role as required.
2.19	To attend individual and/or group supervisions as required.
2.20	To actively participate in formal supervision with the senior practitioner. To keep the senior practitioner informed of potential issues in respect of work. To prepare for supervision sessions.
2.21	To work with Birmingham Children's Trust, the Children & Families Directorate, schools and colleges to identify young people who are due to transition.

OBSERVANCE OF THE CITY COUNCIL'S EQUAL OPPORTUNITIES POLICY WILL BE REQUIRED

3.0 SUPERVISION RECEIVED

3.1 SUPERVISING OFFICER JOB TITLE: Senior Practitioner
JOB NO:

3.2 LEVEL OF SUPERVISION

1. Regularly supervised with work checked by supervisor.
2. Left to work within established guidelines subject to scrutiny by supervisor.
3. **Plan own work to ensure the meeting of defined objectives.**

4.0 SUPERVISION GIVEN (excludes those who are INDIRECTLY supervised i.e. through others) – N/A

5.0 SPECIAL CONDITIONS

Operating as an experienced social worker level as per the Professional Capabilities Framework

This position is exempt from the Rehabilitation of Offenders Act
A DBS/ISA check will be undertaken for this position

All qualified social workers must be on the Social Work England register to practice. This applies to everyone who:

- Has 'social worker' in their job title;
- Is in a role which requires a social work qualification;
- Is in a role that involves social work or is a job normally only undertaken by a social worker.
- Is in a leadership or management position and is a qualified social worker.

Person Specification

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KEY – MOA (Method of Assessment): AF – application form, I – interview, T – test, P – presentation, G – group exercise,

Criteria	Essential	M.O.A.
Experience / Knowledge (relevant work and other experience)	A minimum of 2 years relevant social work experience post qualification of working with young people.	AF
	Demonstrate extensive knowledge of working with young people transitioning from children's to adults.	AF/I
	Experience of working with legal and in court.	AF
	Experience of partnership working both corporately with other Directorates and with external organisations	AF
	Demonstrate knowledge and a good understanding of practice standards and occupational requirements	AF/I
	Demonstrate understanding of the statutory Local Government framework, policies and services and of the changes influencing the provision of social care	I
	Demonstrate knowledge and a good understanding of planning, managing and monitoring of resources	I
	Experience of drafting and presenting evidence based reports which will withstand internal/external scrutiny	AF
	Demonstrate knowledge and a good understanding of a range of methods for learning and sharing good practice	AF/I

Skills and Abilities	<p>Clear understanding of policy and procedures for social work with adults</p> <p>Clear understanding of working with young people going through the transition from children to adults.</p> <p>Excellent assessment and support planning skills</p> <p>Ability to work collaboratively and as part of a team</p> <p>Ability to assess, observe and mentor regarding practice standards and professional and occupational requirements</p> <p>Show knowledge of a range of theoretical perspectives which may include change management skills and an ability to use analytical and problem solving skills when required for example to improve services</p> <p>Demonstrate a high level of verbal and written skills in order to communicate in a wide range of situations and circumstances</p> <p>Ability to gather and record information and compile accurate written reports</p> <p>Ability to work on own initiative, to prioritise workload and meet deadlines</p> <p>Competent in the use of IT</p> <p>Ability to build and maintain partnerships</p> <p>Understand the requirement and commitment to value and respect diversity and promote dignity and equal opportunities in all aspects of the role</p>	<p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>AF/I</p> <p>I</p> <p>AF/I</p> <p>I</p> <p>I</p> <p>I</p>
Qualifications/Training	<p>Commitment to undertake ongoing continuing professional development[CPD]</p> <p>Professional social work qualification. Registered with Social Work England.</p>	<p>AF</p> <p>AF</p>

