

Northumberland County Council

**JOB DESCRIPTION**

<b>Post Title:</b> Social Worker (ASYE)		<b>Director/Service/Sector:</b> Children's Social Care		<b>Office Use</b>
<b>Band:</b> 8		<b>Workplace:</b> Social Work Locality Office/Agile		<b>JE ref:</b> 3382
<b>Responsible to:</b> Deputy Team Manager/Team Manager		<b>Date:</b>	<b>Lead &amp; Man Induction:</b>	<b>HRMS ref:</b>
<b>Job Purpose:</b> To carry a workload, in accordance with the requirements of the Assessed and Supported Year in Employment (ASYE), and the experience and capability of the individual social worker. Supervision will reflect the requirements of the ASYE. To work under guidance within relevant current legislation and the procedural framework of Northumberland County Council. To work under guidance collaboratively with children, young people and their families/carers to assess their needs and plan and deliver services in accordance with the social work team's service area.				
<b>Resources</b>	Staff	None.		
	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 large amounts of very sensitive and confidential data.		
	Clients	Substantial contact with children and their families. The post does involve lone working.		
<b>Duties and key result areas</b>				
<div><div>1.</div><div>Under guidance and closely supervised to work in partnership with children, young people and their families/carers and, through building effective relationships, to elicit their needs and views and promote participation in decision making.</div></div> <div><div>2.</div><div>Under guidance and closely supervised to undertake assessments, in accordance with statutory/regulatory and operational standards, policy, and procedures for the service.</div></div> <div><div>3.</div><div>Under guidance and closely supervised to plan, implement and review a range of interventions for service users in accordance with statutory/regulatory and operational standards, policy and procedures for the service.</div></div> <div><div>4.</div><div>Manage a workload in accordance with the requirements of the ASYE and the ICSS.</div></div> <div><div>5.</div><div>Make pro-active use of supervision in accordance with the requirements of the ASYE in order to support development across the Professional Capabilities Framework and to meet the objectives of Performance Development Reviews.</div></div> <div><div>6.</div><div>Maintain accurate and up to date records safely and confidentially in accordance with the Council's policies and procedures.</div></div> <div><div>7.</div><div>Pro-actively engage with colleagues and a range of organisations to identify, assess, plan for and support the needs of children, young people and families/carers, in order to promote positive change and independence and to prevent harm.</div></div> <div><div>8.</div><div>Carry out all duties in accordance with the Council's Equal Opportunities Policy and other policies designed to protect employees and service users from harassment. It is the duty of the post-holder not to act in an oppressive or discriminatory manner towards employees or service users. The post-holder should respond to such practice or behaviour by challenging or reporting it.</div></div> <div><div>9.</div><div>Meet the requirements of the ASYE and of registration with the HCPC in respect of practice standards, conduct and professional development.</div></div>				

10. Any other duties consistent with the, 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.

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**PERSON SPECIFICATION**

<b>Post Title:</b> Social Worker (ASYE)		<b>Director/Service/Sector:</b>	Ref: 3382
<b>Essential</b>		<b>Desirable</b>	<b>Assess by</b>
<b>Qualifications and Knowledge</b>			
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.		Up-to-date knowledge of relevant research and legislation	
<b>Experience</b>			
Experience of working with children, young people and families. Experience of Child Protection and Safeguarding. Experience of team working.		Experience of working in a range of social work settings.	
<b>Skills and competencies</b>			
With close supervision, must have the ability to plan and prioritise workload within a flexible work environment. With close supervision, must have the ability to critically analyse information to select, use and review appropriate and timely social work interventions, informed by evidence of their effectiveness. 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. Ability to operate effectively as a member of a team/network. Competence with ICT systems and programmes.		Knowledge of solution focussed models of practice and intervention.	
<b>Physical, mental and emotional demands</b>			
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.		
<b>Motivation</b>		
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.		
<b>Other</b>		
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