



## **Job profile**

### **Social Worker (Experienced Child & Family Practitioner)**

### **Grade I/J**

**Group:** Care, Wellbeing and Learning

**Service:** Children and Families

**Location:** Fostering Service

**Line Manager:** Team Manager

**Car User Status:** Casual

#### **Job Purpose**

To assist with the recruitment, assessment, training and supervision and foster carers. To support foster carers to meet the needs of children and young people referred to the fostering service

#### **The key roles of this post will include:**

1. To maintain high standards of professional practice to provide positive outcomes for children, their families and carers.
2. To manage a caseload and ensure good practice in accordance with National Minimum Fostering Standards and relevant childcare legislation.
3. To support with the recruitment, retention and training of prospective and approved foster carers. This will require occasional evening and weekend working.
4. To assist in the duty system, involving the arrangement of foster placements as requested by district social workers
5. To assist in monitoring the standards and quality of care provided to service users to ensure they meet the standards specified.
6. To prepare and present reports and maintain appropriate records in supervising carers in order to ensure adherence to Council policies and procedures.
7. To develop effective working relationships within the team and across services to ensure effective service delivery
8. To actively promote team and service development
9. To ensure safeguarding of children and young people and all other service users
10. To contribute towards service development and participation work with young people
11. Such other responsibilities allocated appropriate to the grade of the post.



## **Knowledge & Qualifications**

### **Essential:**

#### **Knowledge**

- Children Act 1989
- National Minimum Fostering Standards and Regulations for Fostering
- Every Child Matters and the agenda for Looked After Children, including relevant legislation
- Equality and Diversity
- Child Protection
- Effective communication

#### **Experience**

- 1 year's post qualification experience, working with children and families
- Experience in a wide range of aspects of the social work role
- Undertaking assessments of children or families
- Report Writing
- Presentation Skills

#### **Qualifications**

- DipSW, CQSW, CSS or equivalent
- Registration with GSCC

### **Desirable:**

#### **Experience**

- Court Work
- Managing complex cases
- IT Skills
- Presenting training
- Working with disability
- Recruitment and support to foster carers
- Delivering pre and post approval training to foster carers

#### **Qualifications**

- Post qualification Child Care award or commitment to undertake Award Training
- Practice Teachers Award or commitment to undertake Award Training



## Competencies

<b>Customer Focus</b>	Puts the customer first and provides excellent service to both internal and external customers
<b>Communication</b>	Uses appropriate methods to express information in a clear and concise way to make sure people understand
<b>Team Working</b>	Works with others to achieve results and develop good working relationships
<b>Making things happen</b>	Takes responsibility for personal organisation and achieving results
<b>Flexibility</b>	Adapts to change and works effectively in a variety of situations
<b>Learning and Development</b>	Actively improves by developing and applying new skills and knowledge and learns from past experiences
<b>Developing Teams and Individuals</b>	Promotes and supports team and individual learning and development and uses delegation to create a sense of ownership of high level organisational issues, and encouraging individuals to stretch beyond their current capabilities
<b>Managing Performance</b>	Effectively manages the performance of teams and individuals to ensure results are achieved
<b>Personal Impact</b>	Is self-aware, learns continuously and adapts behaviour in response to feedback. Makes things happen, operates with resilience, flexibility and integrity
<b>Making things happen</b>	Empowers people to initiate change. Supports innovative ideas and new ways of working