

Job Title:	Social Worker/Senior Social Worker
Team/Service Area:	Fostering Hub
Salary/Grade:	7/8
Line Manager:	Hub Manager
Direct Reports:	0
Location:	Sandhill Centre/Agile

About Us

Established in 2017, Together for Children Sunderland is on a mission to improve services in social care, early help and education and engage the whole community in giving children and young people in Sunderland the best possible opportunity to thrive.

Our dedicated workforce strives to make a difference, irrespective of our work vocation or specialism.

We value diversity and actively seek candidates from all backgrounds, including various ages, disabilities, neurodiverse individuals, gender identities, sexual orientations, religions, beliefs, races, and cultural backgrounds. Our inclusive workplace culture fosters collaboration and excellence.

Find out more: [Find out more - Together for Children](#)

About the Role

You will be responsible for the implementation of the regional pathfinder Hub, ensuring that sound advice and guidance is shared with prospective foster carers.

This includes.

You will need to have sound knowledge of the Children Act 1989 and be able to demonstrate excellent communication and negotiation skills. Experience of working with children, foster carers, parents and other professionals is highly desirable. Knowledge of family finding and matching children with carers would also be an advantage.

A good understanding of the Fostering Regulations, Guidance and National Minimum Standards 2011 (England) is expected.

This role is exempt from the Rehabilitation of Offenders Act 1974 and therefore requires a satisfactory Enhanced Disclosure and Barring Service (DBS) Check.

Key Responsibilities

- Support and deliver the delivery of the regional pathfinder Hub model.
- Support the Hub Manager within the delivery of the Hub work and ensure that prospective foster carers are supported through the application and assessment journey.
- Support the Hub in the planning and delivery of pre-approval training for prospective foster carers.
- Share knowledge from research, policies, and events, promote a shared learning culture and cascade learning, resources and tools to support the effective recruitment of foster carers and work with regional local authorities to learn from and share good practice.
- Provide feedback to the Hub Manager regarding the strength of practice within the service and within areas that require further development and support with consideration as to how this can be achieved.
- Promote effective participation with stakeholders and gather feedback to learn and deliver good outcomes and strengthen the consistency of feedback from prospective foster carers and its use in service development.
- Liaise with external agencies/bodies and build strong relationships in relation to the service delivery within the service area and represent the Hub at key events and to share information within required protocols
- Keep abreast of changing contexts at local and national level and take account of these in social work practice.
- Champion diversity and equality in all aspects of service delivery, demonstrate confident application of ethical reasoning to professional practices.
- Keep up to date with social work practice, and to reflect and identify development and training needs to ensure continuous professional development.
- Flexible working hours are essential. We require a commitment to some weekend work and unsocial hours to support prospective Foster Carers and Foster Carer training.
- Work within the Company's professional policy and procedures and code of conduct.
- To safeguard and promote the welfare of children and young people.
- Champion equity, diversity and inclusion in all aspects of your work and the communities you assist.

Our Expectations

You must undertake this role in accordance with the requirements set out below:

- Comply with Together for Children's Code of Conduct, People policies and procedures, Health and Safety Policy and EDI Statement.
- Uphold all relevant professional policies, standards and legislative requirements
- Adhere to the Data Protection Act 2018 and GDPR principles in relation to the management and handling of personal and/or sensitive information and respect the privacy of personal information managed by Together for Children Sunderland.
- Comply with the Freedom of Information Act 2000.

This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not listed that are reasonably commensurate with the job role and grade of the post.

Where a fundamental change to the job description is needed this will be discussed with the postholder prior to any changes being made

Date: July 2026

Person Specification – Social Worker/Senior Social Worker

The essential requirements for this post and how candidates will be assessed are set out below. Where ‘application form’ is the method of assessment, candidates should evidence that they meet these criteria, to be successful at the shortlisting stage.

We encourage the use of different methods of assessment, including using skills-based assessments, as part of the selection process. Any assessments will usually be carried out prior to interview for shortlisted candidates. Examples include job-related tasks (e.g. analysis of data, in-tray exercise, case study analysis), presentation, group exercises, Children and Young People’s Panel.

Essential Requirements	Method of Assessment
Qualifications • Educated to degree level with appropriate professional qualification: Social Work (CSS/CQSW or DipSw, MA SW, BA Hons SW) • Current SWE Registration and enhanced DBS clearance. • Evidence of continuous professional development. • Current driving licence and access to a car or means to mobility support.	Application Form
• Evidence of continuous professional development	Interview
Experience • Statutory social work with children and families in a statutory or third sector setting and specifically in Fostering. • Working across agencies promoting understanding and good practice in relation to children’s safeguarding. • Delivering foster carer training, workshops and briefings.	Application Form
• Working with other professionals involved with children and their families • Managing planning and organising own workload to meet statutory timescales and local policy. • Handling problems and difficult calmly and sensitively to help keep children safe.	Interview

Knowledge and Understanding • Social care legislation, with current safeguarding policies and procedures; • Children Act 1989 and 2004	Interview
Skills and Abilities • Demonstrate commitment to the protection and safeguarding of children and young people at risk of abuse. • Share information obtain information and have dialogue with others, either in writing, in person or over the telephone. • Effectively work with a range of individuals including children, parents and carers, other professionals, and colleagues. • Apply knowledge of legislation, research, and policy to the practice of social work with children and families. • Demonstrate effective IT skills to write reports and assessments, record information or input data. • Influence others towards shared goals and empower, inspire and motivate individuals. Model the social work role, promote social work and decision making within and outside the organisation. • Be self-motivated, resilient and committed to excellent social work practice. • Take ownership and responsibility arising from own and others' case work appropriate to the level of the post. • Introduce new ways of working, particularly adopting innovative and flexible methods. • Be reliable and self-reliant and to seek guidance when appropriate. • Meet the travel requirements of the post; • Work outside of normal working hours to meet the needs of the service. • Take a long-term view, sets goals, and evaluate the impact of ideas and policy decisions; including creative thinking skills with the ability to improve services develop new ways of working,	Interview
Other Requirements • Willingness to participate in the TfC in-house Leadership and Management Programme (Cultivate/Empower/Elevate) • Willingness to form part of the TfC Coaching Programme and commitment to the development of other TfC future leaders and managers through Thrive@TfC	Interview

Date: July 2026