# JOB DESCRIPTION

**Job Title:** Professional Educator (Social Work)  
**Service:** Workforce Development  
**Directorate:** LGSS  
**Reports to:** Social Work Development Manager  
**Grade:** P2  
**Location:** Stanton House Huntingdon base. Countywide working.  
**Hours:** up to 37 hours

**Job Purpose:**

The posts will:

- Ensure that Cambridgeshire County Council's programme of pre- and post- social work learning and development opportunities are embedded and supported for operational services, supporting the development and retention of staff.

- Be responsible for the creation, development, implementation and evaluation of a wide range of professional learning opportunities across the services. These opportunities, whether it be classroom based training, coaching, direct teaching, mentoring, and action learning will directly enhance the knowledge, skill, capabilities and attributes of existing and future social work staff across both Adult and Children’s Services in all services. This enhanced level of competence enables Cambridgeshire County Council’s social services to deliver an effective and efficient social work/care service to vulnerable adults and families.

Professional Educators, *facilitate the learning and development of others (for example managing a number of students on qualifying programmes, NQSW’s undertaking ASYE, undertaking direct research or professionals undertaking CPD) to develop their knowledge, skills, values and practice. They positively manage the interface between providers of education and training and workplace situations, by contributing to arrangements for selection, curriculum delivery, assessment and evaluation. They draw on and contribute to contemporary research and educational practice. They contribute to workforce development strategies in the agency and/or university setting’* The College of Social Work. Professional; Capabilities Framework – Advanced Level (2012)
**Principal Accountabilities**

To enable learning and professional development in practice through direct teaching using contemporary social work models, methods and theories relevant to the work, powers and duties, and policy and procedures of the agency, demonstrating the ability for critical reflection. Teaching to be evaluated, to incorporate the wishes and feelings of families and individuals that use our services and be delivered on either an individual or collective basis.

To devise and deliver appropriate cost effective teaching programmes which promotes the learners ability to learn and succeed through the organisation. This will be based on the principles of andragogy, adult learning. These programmes may include; coaching, mentoring, action learning, classroom and will follow the agreed subject and career pathway. This will include using innovatory learning experiences.

To organise and support opportunities for the demonstration of assessed competence in practice for social work students. This will include direct input into HEI teaching programmes, the recruitment and selection of social work students, the identification and support of social work placements including the relevant practice educator, and to work in partnership to promote the practice educators own professional development,

To organise and support opportunities for the demonstration of assessed competence in practice for newly qualified Social Workers through their assessed year of employment (ASYE) This will include the physical delivery of programmes, formal teaching against the prescribed competencies associated with Knowledge and Skills, leading on the formal assessment of capability including moderation and ensuring that the programme meets both the learners, agency and national expectations. In particular to work as a Practice Champion to lead understanding of the law and values in practice, embedding these principles in practice at pre and post qualifying stages of the Social Work career.

To take the responsibility for responding to professional development needs, including those emanating from ‘initiatives and policy’ and those at a local, regional and national government level. These include: recruitment and retention, qualifying programmes, Knowledge and Skills and NAAS, proposed competency framework for Practice Supervisors for children’s and adult’s services.

To contribute to the learning and development of the agency as a training organisation. Help to review and improve its position, policies and procedures and identify barriers for learners as well as identifying areas requiring initial or further development or a response. Examples include: serious case reviews, OFSTED grade descriptors and/or inspection, regional peer review and local quality assurance frameworks.

To work in partnership with others to ensure that the wider social care workforce is competent, skilled and knowledgeable within an operational and strategic context. Key partners include; Anglia Ruskin University, Peterborough City Council, Cafcass, Tact, Coram Cambridgeshire, Kneesworth Hospital and CPFT.
**CAMBRIDGESHIRE BEHAVIOURS**

**Working Together** you work with others to reach a common goal, tackling objectives innovatively and with particular regard for shared objectives. Proactively, you share information and search out expertise from relevant partners and/or the communities we serve.

- Thinks creatively about opportunities to work together, building rapport.
- Delivers results across team and organisation boundaries.

**Integrity** you carry out your duties openly, fairly and honestly and demonstrate reliability and transparency at all times. You are an active listener and communicator and strive to work in a ‘say what you do, do what you say’ ethic in delivering what you promise, take responsibility for your actions.

- Focus on outcomes and self-motivated.
- Able to think and plan strategically to deliver services that are based on colleague and customer feedback and input, with decisions being made openly and transparently.

**Respect** you are aware of your impact on others and public resources. You identify and consistently demonstrate a commitment to working for everyone in our communities, promoting the value of diversity and opportunities for all. This extends to your use of resources, minimising harm to our climate, and our natural and built surroundings.

- Identifies areas for improvement to meet the diverse needs of customers and colleagues.
- Challenges poor use of built and natural resources, delivering improvements.

**Excellence** With enthusiasm, you work to meet personal, organisational and customer expectations. You pursue a ‘can-do’ attitude in all of the work you deliver, ensuring it meets the needs of all current and potential customers.

- Consistently reviews current practice both in the work completed and that of the team.
- Identifies and delivers best practice.