

## Job Description

Job Title Senior Social Worker - Adult Social Care and Older People's Services

Grade P2

### Overall purpose of the job

Cambridgeshire County Council has adopted a new approach to social work and social care to make it increasingly proactive, preventative and personalised. Transforming Lives is a three tier approach to working with individuals, carers and families, which is focused upon the individual's strengths and assets and those of carers and families, and to consider holistic creative solutions to support the individual to meet their aspirations

This role is key to achieving the aspirations of Cambridgeshire to enable people to exert choice and control and ultimately to live healthy, fulfilled, socially engaged and independent lives. It provides a great opportunity to have a positive influence on the lives of our service users and carers.

The new way of working will enable professionals to spend more time with service users and carers, talking to them about their lives and what will make a difference to them, and using knowledge of the local community and council and partner information sources, their personal networks and providers to help them access new opportunities which will support them to maintain their independence as far as possible.

Senior Social Workers will endorse and act in accordance with the principles of personalisation, ensuring that care and support are person-centred and as far as possible put the people with whom they work in control of their lives. In doing so they will carry out assessments of need, plan and deliver services and review outcomes with the individual, their personal networks and support providers.

### Main accountabilities

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1.	<p><b>Respond to need</b></p> <ul style="list-style-type: none"><li>• To provide professional leadership in situations which have highly complex case arrangements for assessment and support planning in situations which involve risk, complexity and safety of the service user and others.</li><li>• To provide written and verbal reports which are concise, informative and based on analysis of complex evidence</li><li>• Complete support planning with service users to ensure that outcomes identified at assessment are met within budgetary constraints through the provision of support, equipment, adaptations and enabling programmes.</li><li>• Actively engage with, assist and provide advice to carers, conducting carers assessments when appropriate, to enable them to sustain their caring role.</li></ul>

	<ul style="list-style-type: none"> <li>• Allocate and authorise support packages as appropriate</li> <li>• Manage and utilise cash limited budgets in order to commission services and assistance from other sources</li> <li>• Lead guide and direct team members to ensure work plans are in place and accountability taken by each team member for the cases held.</li> <li>• To provide written and verbal reports, appropriate for courts and other legal purposes, which are concise, informative and based on complex evidence to support problem solving and resolution</li> </ul>
2.	<p><b>Safeguarding and risk management</b></p> <ul style="list-style-type: none"> <li>• Assess and balance risk and protective factors within a safeguarding framework</li> <li>• To take a professional lead on adult safeguarding investigations and provide expert knowledge of safeguarding processes, policy and case law.</li> <li>• To provide more specialist social work practice skills and knowledge of Adult Services user group and to make independent decisions.</li> <li>• Case manage and undertake proportionate assessment and effective risk management of complex situations, understanding when to take positive risks as appropriate.</li> </ul>
3.	<p><b>Service and team development</b></p> <ul style="list-style-type: none"> <li>• Taking responsibility for professional development and training needs of direct reports through appropriate training, mentoring and supervision.</li> <li>• To lead the induction of Social Workers and Adult Support Co-ordinators as required.</li> <li>• To contribute to the development of integrated services and policy and to promote new ways of developing service user care, taking account of national initiatives and performance indicators.</li> <li>• Take a lead role in the development of quality assurance systems within the team, ensuring the team achieve the Performance Indicators and Quality Assurance standards.</li> </ul>
4.	<p><b>Partnership Working</b></p> <ul style="list-style-type: none"> <li>• To represent Cambridgeshire County Council in multi-agency networks, working jointly with them in assessing, planning and implementing integrated care to promote independence and choice, admission avoidance and facilitation of discharge.</li> </ul>

	<ul style="list-style-type: none"> <li>• Work in partnership with other organisations at a strategic level to achieve positive outcomes for service users and carers.</li> </ul>
5.	<p><b>Professional development</b></p> <ul style="list-style-type: none"> <li>• Maintain and update knowledge regarding social policy and social work practice and be fully informed of organisational policy and procedures and relevant legislation, acting as a resource for the team and helping to develop others.</li> <li>• To take a key role in promoting and developing service user empowerment, and recognise diversity and anti-discriminatory practice in all professional practice in the team.</li> <li>• To take responsibility for own professional development and record CPD</li> </ul>
6.	<p><b>Professional Values, Behaviours and Standards</b></p> <ul style="list-style-type: none"> <li>• Carry out duties in a timely and responsive manner, in line with CCC Standards, the Professional Capability Framework and CCC's behaviours – working together, integrity, respect, excellence.</li> <li>• Keep and maintain accurate service user records, in line with professional requirements and departmental recording methods.</li> <li>• Is an ambassador for the profession internally and externally</li> <li>• To be aware of the responsibilities to maintain a safe and healthy environment for visitors and staff</li> </ul>

## Person Specification

### Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Degree level qualification – Social Care	Recognised Social Worker qualification Relevant specialist post qualifying and or post graduate training	<b>E</b>
	Current HCPC registration	<b>E</b>
	Actively undertake a specialist role eg Practice Educator or AMHP or agreement to undertake within the first year.	<b>E</b>
	Approved Mental Health Practitioner	<b>D</b>
	Best Interest Assessor (BIA)	<b>D</b>

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
<b>Knowledge</b>		
	Proven knowledge, experience and understanding of needs of vulnerable adults including environmental factors and risk and protective factors  Proven previous experience of summarising, analysing and evaluating complex information  Knowledge of relevant safeguarding legislation, statutory guidance and procedures.  Knowledge of the personalisation agenda – applying creative problem solving to maximise independence.  Knowledge and awareness of issues relating to communities from different racial and cultural backgrounds and Equal Opportunities	<b>E</b>
<b>Skills</b>		
	Ability to write concise reports and have excellent verbal communication skills  Ability to create a rapport and build relationships with clients and their families  Ability to prioritise tasks, manage own workload and be accountable for case work  Able to work with a person centred, strengths based approach	<b>E</b>

<p>Ability to operate in a fast pace, changing environment</p> <p>Ability to actively support and promote Equal Opportunities</p> <p>To be able to thrive in a complex and demanding environment</p> <p>Excellent communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.</p> <p>Ability to formulate and implement effective social work interventions focused on outcomes</p> <p>Ability to lead and direct team members regarding professional practice and social work interventions</p> <p>Excellent IT skills and ability to use a variety of IT devices, systems and databases.</p> <p>Ability to work from a variety of locations and travel countywide.</p>	
<p><b>Experience</b></p>	
<p>Experience of working as part of a multi disciplinary team</p> <p>Committed to the principles of Transforming Lives</p> <p>Experience of identifying and assessing need, formulating and implementing effective social work interventions</p> <p>Experience of using information management systems to produce good quality data in a variety of formats.</p> <p>Experience of negotiating to reach a resolution</p> <p>Experience of successfully effecting change</p> <p>Broad range of experience in multi agency working</p>	<p>E</p>