

JOB DESCRIPTION

Job Title	Social Worker (Adults)
Portfolio	Social Services
Reports to	Team Manager, Deputy Team Manager
Location	County wide

Job Purpose

This is an experienced practitioner role reporting to the Team Manager and Deputy Team Manager. The post holder is expected to undertake cases independently and demonstrating an ability to adapt the approach from first principles to deal with complex or unusual cases, assessing and managing risk appropriately. The post holder will need to demonstrate an ability to deal with complex cases. This will involve working under pressure managing complex relationships, high levels of risk to service users, safeguarding vulnerable adults and making judgements about the need for compulsory action. The post holder will work within a team covering D2RA pathways and will be able to work flexibly across a number of sites.

Principal Accountabilities

1. The post holder will undertake a range of community care and safeguarding assessments, in accordance with relevant statutory requirements, identifying risks, needs and options.
2. Develop and implement care plans, which are clearly linked to the needs of clients and identify any unmet needs and outcomes
3. The post holder will construct value for money care packages; commission a range of services designed to minimise risk and improve quality of life of service users and carers
4. The post holder will work with individuals and their families, carers and communities to help them make informed choices and decisions, enabling them to clarify and express their needs and contribute to service planning
5. Manage an allocated case load of clients; regularly monitor, review and evaluate changes in client's needs and ensure that all services contribute effectively to the care plan and ensure it remains an effective use of resources.
6. The post holder will develop and maintain effective relationships with clients, their families and carers; provide advice and support, promote independence and early intervention, as necessary; help resolve conflict where appropriate.
7. The post holder will liaise with colleagues in own and other departments and external agencies in order to gather information relevant to assessment and care planning activities; act as advocate on behalf of clients and carers within the local authority and with health agencies and voluntary organisations
8. The post holder will update case-notes and other records, write reports as required; if required give evidence in court in relation to care or other proceedings.
9. May supervise a social work student on placement, trainees, support staff or volunteers.
10. Continue to undertake post qualifying training such as CPEL credits that will meet the requirements of the Care Council for Wales, including experienced practitioner awards, such as Practice Assessor, Best Interest Assessor, Deprivation of Liberty Assessor etc. Upon completion of such qualifying programmes the post holder will engage in the practice.

Supervision/Management of People
None
Employment Checks/Specific Requirement i.e. DBS
Enhanced DBS required
Special Working Conditions
A full driving license

Person Specification		
<i>The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.</i>		
Academic/ Professional Qualification	Essential / Desirable	How this will be assessed?
Social Work qualification (CQSW, CSS, DipSW) At least two years post qualifying experience As social worker assessing and managing risks. Designing outcome focussed care plans.	Essential	Application/Interview
Previous experience of working with people 18-65, older people and their families / carers.	Desirable	Application/Interview
Previous experience of working in a hospital setting	Desirable	Application/Interview
Knowledge and Experience		
Proven ability to undertake assessment of older people and their families / carers in conjunction with other professionals as required	Essential	Application/Interview
Ability to arrange, monitor and evaluate care plans	Essential	Application/Interview
To use initiative and make decisions without consultation where appropriate	Essential	Application/Interview
To be creative and innovative in approach and designing care plans	Essential	Application/Interview
Reviewing and monitoring care arrangements	Desirable	Application/Interview
Previous experience of working with a multi-disciplinary team.	Desirable	Application/Interview
Working knowledge of legislation as pertains to social care	Desirable	Application/Interview

Skills		
Commitment to a needs led approach to maintaining maximum independence and to offering people opportunities to remain in their own homes.	Desirable	Application/Interview
Able to work with a wide range of professions and care providers	Desirable	Application/Interview
To be committed to working as part of an experienced team	Desirable	Application/Interview
To value diversity and use positive terminology referring to service users	Desirable	Application/Interview
Flintshire County Council Core Behavioral Competencies		How this will be assessed?
Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview