JOB DESCRIPTION	
Job Title	Senior Social Worker
Portfolio	Social Services
Reports to	Deputy Team Manager
Location	
Job Reference/ID Number	

Job Purpose

The Senior Social Worker fulfils their duties, roles and responsibilities in line with those described for Social Workers. However, they perform duties and functions which reflect their ability to undertake social work practice at its more complex level, including assessment and appropriate management of risks, and providing casework supervision to other team members.

Principal Accountabilities

The Senior Social Worker will:

1. Undertake assessment and care management of cases independently within the parameters of the Council, demonstrating an ability to deal with complex cases. This will involve managing complex relationships, high levels of risk to service users, safeguarding vulnerable children or adults and making judgements about the need for compulsory action.

2. To undertake strength based assessments of needs of both service users and their carers, and design and implement appropriate care packages that reflect the complex needs of individuals and their carers, and are assessed in a person centred outcome focused way. Identify and assess risks and put in place strategies and protocols to reduce them.

3. Following assessment and in liaison with multi-disciplinary teams, organise, implement, monitor and review care plans and/or protection plans in line with case management procedures, using professional assertiveness to justify decisions and uphold professional Social Work practice, values and ethics.

4. Advocate with, and on behalf of, individuals, families, carers, groups and communities, or support them to access independent advocacy services.

5. Provide professional supervision, mentoring and support to other team members including newly qualified Social Workers, Social Work students and Support staff, and be responsible for the induction and development of new staff members. Ensure all practice meets required standards with regard to safeguarding and care planning practice standards and regulations.

6. Provide support to less experienced officers with the case management of more complex cases, to assist with their learning and development.

7. Prepare court reports and other specialist reports, and where required, give evidence in court in relation to care proceedings or Court of Protection work.

8. Attend internal and interagency meetings, including strategy meetings with statutory agencies, to provide information which contributes to ongoing investigations. Feedback on outcomes and agreed strategies to the management team.

9. Provide advice/ support/ consultation on social work practice to other agencies and members of the public.

10. Maintain accurate and up to date records of all case work using the Children and Adult's social care electronic management systems in compliance with data protection legislation and the File Management and Case Recording Policy and to ensure that a full detailed record and chronology are available in the event of case information being required by the Court.

Supervision/Management of People
Supervision of newly qualified Social Workers, Student Social Workers, Children's Services Assistants, Community Support Officers, Enablement Officers, as appropriate for the role (add specifics for adults and childrens – from structure charts).
Employment Checks/Specific Requirement i.e. DBS
DBS, Social Care Wales registration
Special Working Conditions
Full driving licence

Person Specification		
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.		
Academic/ Professional Qualification	**Essential / Desirable**	**How this will be assessed?**
Degree in Social Work and CPEL equivalent	Essential	Application
Knowledge and Experience		
The post holder needs to be knowledgeable and understand the following, as appropriate to the post: <u>Generic</u> Social Services and Well Being Act (2014) Wales Mental Health Act Health and Safety Legislation Mental Capacity Act Human Rights Act	Essential	Application/Interview

Domestic Violence Legislation <u>Child-specific</u> Children Act 1989 and 2004 Children (Leaving Care) Act 2000 Children and Adoption Act 2005 All Wales Child Protection Procedures Child-care Procedures S47 Joint Investigation procedures <u>Adult-specific</u>		
Minimum of 3 years post qualification experience and able to demonstrate experience in case management of complex cases	Essential	Application/Interview
Experience of liaising with external agencies	Essential	Application/Interview
Ability to work under general guidance and direction to ensure outcomes are met.	Essential	Application/Interview
A high standard of communication skills - verbal and written.	Essential	Application/Interview
Ability to work as part of a team	Essential	Application/Interview
Experience of supervising a team	Desirable	Application/Interview
ILM qualification	Desirable	Application/Interview
Skills		
It is essential that the post-holder has a high level of personal skills; and is able to deal with conflict, is able to negotiate.	Essential	Application/Interview
Good organisational skills are required.	Essential	Application/Interview
Commitment to joint working with Health and other partner agencies/colleagues.	Essential	Application/Interview
The post-holder will need to have the proven ability to think ahead and to identify potential problems and work out alternative approaches.	Essential	Application/Interview
Must hold a full driving licence and have access to a vehicle.	Essential	Application/Interview
Welsh Language	Desirable	Application
Flintshire County Council Core Behavioral Competencies	**Essential**	**How this will be assessed?**
Customer First:	Essential	Application/Interview

Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.		
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