



<b>JOB DESCRIPTION</b>	
<b>Job Title</b>	Social Worker
<b>Portfolio</b>	Social Services
<b>Reports to</b>	Team Manager
<b>Location</b>	County Offices, Flint
<b>Job Reference/ID Number</b>	
<b>Job Purpose</b>	
To provide a comprehensive social work service in a variety of settings within a framework of relevant legislation and procedures, supporting children, young people, families and groups within the community. Social Workers will take responsibility for a caseload according to qualifications and experience.	

<b>Principal Accountabilities</b>
<ul style="list-style-type: none"><li>• To form, develop and maintain professional relationships with children and young people and their families through direct casework, supervision, shared activity and counselling, in such a way that the child/young person's family's needs are met.</li><li>• To provide a service, which meets primary needs, promotes development, and assists behavioural difficulties and vulnerabilities</li><li>• To identify and assess risk of abuse, failure to protect, or harm to children.</li><li>• To advise senior managers as to any concerns in respect of children/young people with particular reference to there being at risk of abuse or harm.</li><li>• To identify, contribute to and suggest ideas for good practice and its development, and to take a lead in a special area of responsibility.</li><li>• To value, recognise and respect the diversity, expertise and experience of individuals, families and carers and enable them to make informed decisions and express their needs.</li><li>• To challenge discrimination, disadvantage and other forms of inequality, injustice and oppressive practice.</li><li>• To maximise the financial and material resources available to service users and carer(s) from all possible sources and ensure value for money care packages.</li><li>• Ensure that service users and carers are aware of the Department's Complaints procedures.</li><li>• To case manage child protection work.</li><li>• To understand the changing culture, health and social needs of the locality to inform current and future practice and service provision.</li><li>• To establish good practice by example</li><li>• To provide verbal and written information to aid care planning activities and to provide evidence for assessment of need and care plan approaches.</li><li>• To implement designated actions from care plans.</li><li>• To gather and interpret information on agreed criteria related to the care of a client or implementation of procedures.</li><li>• To lead meetings to define care planning activities and to evaluate evidence for assessment of need and care plan approaches.</li></ul>

- To set up mechanisms for monitoring and evaluating delegated actions from care plans.
- To derive and interpret information related to the care of a service user or implementation of procedures
- To communicate effectively and in the best interests of the client in case conferences, planning meetings, discussions with clients/families, inter-agency personnel, team members and in staff supervision.
- If required, to give evidence in court in relation to care.
- To work within established protocols, negotiate expectations/roles in liaison with others, e.g. in the key worker role / in multi agency working.
- To represent the Team as required on behalf of a service user - this includes representing individuals and the dept/team in meetings/conference.
- To attend child protection meetings.
- To appropriately challenge the judgements and decisions of others where there is evidence that the needs of those you are working with are not being met.

### ***Administration & Record-keeping***

- To produce clear, precise and understandable records, reports and other documentation within the framework of record-keeping laid down by the Department and Team Management including the preparation and provision of specialist reports as required.
- To ensure that legislation and procedures are adhered to.
- To monitor and check standards.

### ***Service Improvement ideas & Implementation of Changes***

- To contribute ideas on improvements to system and service delivery based on a monitored approach.
- To update self on professional developments, and continually improve own skills and manage own professional development
- To adhere to all policies and procedures of the Team, the Department and the Local Authority, with particular regard to Health & Safety, Lone Working Policy, Equal Opportunities and Anti-Discriminatory Practice.
- To identify, contribute to and suggest ideas for good practice and their development. To implement agreed principles of good practice.

<b>Supervision/Management of People</b>
Not applicable
<b>Employment Checks/Specific Requirement i.e. DBS</b>
DBS, Social Care Wales registration
<b>Special Working Conditions</b>
None

<b>Person Specification</b>		
<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>		
<b>Academic/ Professional Qualification</b>	<b>Essential / Desirable</b>	<b>How this will be assessed?</b>
Social Work Qualification	Essential	Application
<b>Knowledge and Experience</b>		
The post holder needs to be knowledgeable and understand the following <ul style="list-style-type: none"> <li>* Children Act 1989 and 2004</li> <li>* Social Services and Well Being Act (2014) Wales</li> <li>* Children (Leaving Care) Act 2000</li> <li>* Mental Health Act</li> <li>* Children and Adoption Act 2005</li> <li>* Health and Safety Legislation</li> <li>* Mental Capacity Act</li> <li>* Human Rights Act</li> <li>* All Wales Child Protection Procedures</li> <li>* Domestic Violence Legislation</li> <li>* Child-care Procedures</li> </ul>	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
<b>Skills</b>		
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

Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?
<p><b>Customer First:</b> Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.</p>	Essential	Application/Interview
<p><b>Working Smarter:</b> Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.</p>	Essential	Application/Interview
<p><b>Working Together/Partnership:</b> Building and maintaining positive relationships in order to deliver better services for our customers and employees.</p>	Essential	Application/Interview
<p><b>Communication:</b> Ensuring we understand each other, respect each other express and share ideas and information clearly.</p>	Essential	Application/Interview
<p><b>Change:</b> Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.</p>	Essential	Application/Interview
<p><b>Leading and Managing:</b> Leads and motivates self and others to continually improve performance.</p>	Essential	Application/Interview