



JOB DESCRIPTION	
Job Title	Social Worker
Portfolio	Social Services
Reports to	Team Manager
Location	Rowley's Drive, Shotton
Job Purpose	
The post holder is expected to undertake cases independently and demonstrating the ability to manage complex cases, assessing, care planning, reviewing and managing risk appropriately. This will involve working under pressure, managing complex relationships, high levels of risk to service users, safeguarding adults at risk and making judgements about the need for appropriate action.	

Principal Accountabilities	
1.	The post holder will undertake a range of community care and safeguarding assessments, in accordance with relevant statutory requirements, identifying risks, outcomes and creative solutions.
2.	Develop and implement care and support plans, which are clearly linked to the needs of clients and identify any eligible outcomes and unmet needs.
3.	The post holder will co-produce value for money care packages; commission a range of services designed to minimise risk and improve quality of life of people 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 outcomes and co-produce solutions.
5.	Manage an allocated case load; regularly monitor, review and evaluate changes in client's needs and ensure that all services contribute effectively to the care and support plan and ensure it remains an effective use of resources.
6.	The post holder will develop and maintain effective relationships, ensuring good partnership working between all key stakeholders; 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.	Undertake any other duties commensurate with the post including representing managers at meetings and user groups.
11.	Comply with all Council policies e.g. Health and Safety Policies and Procedures, Data Protection, Equalities Policies.
12.	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
Yes
Special Working Conditions
None

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)	Essential	Application
Commitment to ongoing CPD and training	Essential	Application/Interview
Knowledge and Experience		
Fully conversant with relevant Social Care legislation/regulations and guidance.	Essential	Application/Interview
An understanding of the principles and responsibilities arising from the implementation of the relevant legislation such as the Social Services and Well Being Act (Wales) 2014, NHS Continuing Health Care (CHC), Mental Capacity Act 2005,	Essential	Application/Interview
Proven ability to undertake assessment of adults with a physical disability and their families / carers in conjunction with other professionals as required.	Essential	Application/Interview
Ability to coproduce creative and innovative solutions, monitor and evaluate care and support plans.	Essential	Application/Interview
Experience of working in a multi-agency setting and working with partner agencies such as Health.	Essential	Application/Interview
Skills		
Excellent communication and engagement skills, both written and verbal, with staff within the organisation, partner agencies and with the public.	Essential	Application/Interview
Ability to present reports and ideas succinctly, making presentations to different audiences on a range of topics to	Desirable	Application/Interview

a variety of stakeholders such as local authority, health, voluntary sector.		
Ability to have strength based assessments and outcome focused conversations.	Essential	Application/Interview
Ability to prioritise your own workload to meet departmental deadlines	Essential	Application/Interview
Good level of competence in use of Information Technology	Essential	Application/Interview
Ability to manage conflict and negotiate/problem solving skills	Essential	Application/Interview
Demonstrate a flexible approach to work and the ability to participate in a variety tasks. Having an analytical approach to problem solving, making improvements and recommendations as appropriate.	Essential	Application/Interview
Ability to lead, motivate and participate in a variety of groups	Essential	Application/Interview
Partnership working with Health and other partner agencies/colleagues	Essential	Application/Interview
Flintshire County Council Core Behavioral Competencies	Essential	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