# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# Job Title: Senior Social Worker

# Department: Children’s Services

# Grade: [Single Status 13](https://www.eastsussex.gov.uk/jobs/working-here/pay/east-sussex-single-status)

# Responsible to: Practice Manager

# Purpose of the Role:

Act independently as an experienced practitioner, undertake complex casework whilst promoting and facilitating effective multi-agency working. Use professional judgement and employ a range of evidence-based interventions. Undertake an educator role by helping to develop a learning culture within the team and service area.

# Key tasks:

1. Responsible for an allocated workload where a high level of professional competence is required.
2. Work with a range of legal interventions and departmental policies and procedures to support outcome-based care planning and contribute to wider assessment processes for children, young people and their families.
3. Provide a high standard of casework which includes complex and sophisticated assessment, analysis, planning, direct work and review.
4. Work directly with children, families, carers and communities to build resilience in families
5. Produce reports to a high standard
6. If required to give expert evidence in court in relation to private and public proceedings.
7. Share knowledge and good evidenced based practice on current research relevant to casework, for example through group supervisions, mentoring and collaborative working.
8. Involved in the assessment and mentoring of social work students and newly qualified social workers in their assessed and supported year in practice.
9. Provide the practice manager with support, stepping in to support the team in their absence and co-ordinating whole team responses at times of crisis
10. Show an ongoing commitment to continuous professional development in line with the Professional Capability Framework and Knowledge and Skills Statement.

# PERSON SPECIFICATION

# Essential education and qualifications

* Recognised Social Work qualification and current registration with the professional regulatory body.
* Specialist training (academic or in-house provision eg advanced Motivational Interviewing, Adult Attachment training etc)
* Level 1 Practice Educator Professional or currently undertaking the course **or evidence of commitment to undertake course**

# Essential key skills, abilities, knowledge, experience, values and behaviours

* Engage effectively using creativity, compassion and authority to overcome resistance and build relationships.
* Communicate with children and young people where there is complexity, including domestic violence, substance misuse, mental health or sexual harm, working alongside to create change.
* Able to manage workload independently.
* Undertake assessment and analysis to a high standard on complex cases informed by research and theory and linking to child’s plan
* Able to address risk and respond to hostile and crisis situations, using knowledge of risk assessment models and expert conflict resolution skills
* Ability to promote, develop and establish effective, collaborative partnerships
* Model and help others to undertake complex safeguarding work
* Able to promote and provide guidance and challenge on positive approaches to diversity in the organisation addressing discrimination
* Able to demonstrate competence against the Professional Capability Framework at senior social work level
* Demonstrate knowledge of legal and policy frameworks, case law and the application to social work practice. Seek appropriate legal advice and apply legal reasoning, using professional expertise.
* Understand different forms of harm and their impact on people, and the implications for practice, drawing on concepts of attachment, trauma, grief and loss, child development, risk and resilience
* Awareness of changing contexts at local, national and organisational level and the implications for practice and contribute to a local response
* Have a clear area of specialism (eg. domestic abuse, mental health, court work) that supports your practice and learning in others
* Experience of working directly with children and families in a statutory setting
* Experience of completing complex assessments leading to positive outcomes for children and families
* Able to meet the travelling requirements of the post

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Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

| **Function** | **Applicable to role**  |
| --- | --- |
| Using display screen equipment  | Yes |
| Working with children/vulnerable adults | Yes |
| Moving & handling operations | No |
| Occupational Driving | Yes |
| Lone Working | No |
| Working at height | No |
| Shift / night work | No |
| Working with hazardous substances | No |
| Using power tools | No |
| Exposure to noise and /or vibration | No |
| Food handling | No |
| Exposure to blood /body fluids | No |