

Job Description

Job Title	Senior Social Worker
Directorate	Children and Young People's Service
Service Area	Children's Social Care
Grade	8
Competency Level	2
Salary	£46,142 – £51,356
Job Type	Hybrid
Location	City Wide
Disclosure and barring service (DBS)	Enhanced DBS with Child Barred List (Child Workforce)
Job Evaluation Ref No	

Job Purpose

To hold and manage a caseload of complex and high-risk cases.

To act as a mentor and role model for social workers to improve and develop practice.

To play a key role in the development of the team and the service as a whole.

Directly Responsible For:

Students when acting as a Practice Educator



Directly Responsible To:

Team Manager

Main Areas of Responsibility:

- Hold and effectively manage a complex and high-risk varied caseload in accordance with policy, procedures, statutory guidance, and legislation
- Be accountable for complex decision making in relation to allocated cases to children at risk of exploitation and/or missing children, ensuring professional judgement, evidence-based tools, critical reflection, and analysis is used to inform this
- Identify and assess levels of risk and need in often complex situations, ensuring that the safety and welfare of children is paramount
- Chair multi-agency meetings, including Child in Need, Care planning meetings, Core Groups, ensuring a robust plan is devised
- Co-work cases to support the planning and decision making of social workers on complex cases by providing challenge and critical reflection with detailed analysis to inform decision making
- Provide professional advice, mentoring and support to social workers to enhance and develop their practice
- Contribute to training needs analysis of the team by identifying own and the team's professional development and learning needs
- Lead on or assist with specific projects to develop the team or service as a whole
- Act as a role model by producing high quality work in line with the service's Practice Standards
- Undertake work outside of the City Council's boundary in relation to children placed out of area e.g. statutory visits, meetings etc
- Act as a Practice Educator for learners on placement

- Undertake work within legislative frameworks including the preparation of written statements and representations to the judiciary at Court hearings
- Model critical reflection and evidence based decision making and support others in developing these
- Demonstrate a critical knowledge and use of a range of social work interventions with children, young people and their families to reduce risk, promote change and produce positive outcomes
- Model inclusive practice in relation to identity and diversity, challenging any issues of concern
- Work collaboratively with colleagues within the Council and in partner agencies
- Take responsibility for obtaining regular professional supervision to ensure effective and reflective practice
- Prepare and participate in Performance and Development Reviews, identifying areas for improvement and carrying out agreed learning and development opportunities including using research to inform practice
- Take responsibility for the continuous professional learning and development of self and others including participating in team meetings and contributing to the development of the team and the overall service
- Manage and appropriately prioritise tasks through effective time management

Supervision and Management Responsibility:

- Responsible for supervision of all students within the team

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- This post involves both office and field work. Hence, it involves sedentary work and the need to travel to appointments. Sometimes it involves travelling long distances if children reside out of borough

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken

- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency **Level 2**.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Social Work degree or equivalent Social Work professional qualification (A)
- Registered with Social Work England (A)

Experience

Essential

- Substantial experience of working in a children and families statutory setting (A/I)

Skills/Abilities

Essential

- Strong knowledge of children's legislation, statutory guidance, policy and procedures, best practice research (A/I)
- Strong knowledge of the Assessment Framework and other relevant assessment and planning tools (A/I)
- Strong knowledge of child development and family dynamics (A/I)
- Ability to undertake needs-led assessment and planning, applying critical reflection and analysis as outlined in Working Together to Safeguard Children

and The Care Planning, Placement and Case Review (England) Regulations 2010 (A/I)

- Ability to research and incorporate new guidance and procedure into work quickly and effectively and use to inform professional decision making (A/I)
- Ability to demonstrate a high skill level in children's social work practice relating to child in need, child protection and child in care, including court work (I)
- Ability to demonstrate an in-depth knowledge of practice in assessment and care planning (I)
- Ability to demonstrate an understanding of being and effectively acting as a corporate parent in line with the Corporate Parenting Principles (A/I)
- Ability to motivate and develop others (A/I)
- Ability to communicate effectively verbally and in written form and present coherent and relevant information to meetings/panels (I)
- Ability to undertake direct work with children and young people and/or their carers (A/I)
- Ability to effectively work in partnership with children, young people, and families (A/I)
- Ability to meet the demands of the service and produce work to a high standard within set timescales (A)

Desirable

- Ability to produce good quality child centred and outcome focused reports and plans
- Ability to develop practical and procedural knowledge across a defined specialist area
- Ability to use theory and research to inform practice and professional decision making

- Ability to organise a complex workload, prioritise conflicting demands and meet set timescales
- Ability to foster good working relationships with colleagues from within the Council and partner agencies and collaborate for the needs of children and young people to be met and positive outcomes achieved
- Ability to work effectively as part of a team
- Ability to take advantage of and use information technology, including agile working, to be efficient in practice and time management, and maintain up to date recording

Commitment

Essential

- To work within and meet the Social Work England Professional Standards, including continuing Social Work England registration (A)

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council
- Ability to demonstrate a commitment to own professional development and that of other colleagues
- Ability to understand and demonstrate a commitment to Equality, Diversity and Inclusion

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) at the appropriate level
- Full driving licence/car user or commitment to obtain/become a car user within six months (A)

