

## Principle Social Worker

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**Department:** Health and Community Services

**Division:** Group Managing Director

**Reports to:** Head of Social Care

**JE Ref:** HCS591

**Grade:** CS13

**JE Date:** 20/04/2020

### Job purpose

To provide strong professional leadership across all operational areas of Adult Social Care services, contributing to the quality of social work service delivery and the development of workforce plans and strategies

Support social workers in Adults Social Care to improve the quality of their social work practice by working alongside practitioners to identify opportunities to improve delivery and maintain professional practice standards.

### Job specific outcomes

1. Lead and promote adult social care practice and development across the Service. Deliver professional leadership across adult social care to ensure service users are involved in their care and support and able to influence the achievement of positive outcomes.
2. Inspire and support teams in developing change and improvements in frontline practice and organisational processes, support and enable the workforce to make sense of change, contribute to, and understand the vision.
3. Deliver effective leadership dedicated to improving social work practice on the front-line and a direct link between practice, organisational strategy and planning processes.
4. Champion professional social work practice and contribute to developments at a regional and national level. Deliver an enhanced profile of social work, and more specifically effective, evidence-based and critically reflective social work practice that evidences high quality interventions and recording.
5. Identify and respond to new initiatives and changes in legislation and local and government policy in order to provide professional overview.
6. Deliver a range of quality and efficient initiatives aligned to strategic objectives for the benefit of staff and service users.
7. Deliver evidence of good quality services from audits which include alignment to strategic objectives and performance indicators.
8. Develop change management processes to embed quality improvement measures within Adult Social Care to continuously improve social work practice.

9. Ensure that workforce capacity planning solutions and support are developed to ensure that the workforce is able to meet the requirements of the service and the safety of service users

### Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

### Organisational structure



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b> <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i>	Hold a recognised social work qualification, and be HCPC registered.  Evidence of CPD  Master's degree or post-graduate study at MA level in a subject related to social work or mental health or equivalent qualification/experience	
<b>Knowledge</b>	Advanced theoretical, practical and procedural	

<p><i>This relates to the level and breadth of practical knowledge <b>required</b> to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>knowledge across the relevant legislative and statutory frameworks that underpin social work practice in adults' social care.</p> <p>Detailed knowledge of issues relating to Adults at Risk and disability.</p> <p>A full understanding of issues facing adult and carers, and young carers, particularly in hard to reach groups</p> <p>Knowledge of the Performance Frameworks for social workers.</p>	
<p><b>Technical / Work-based Skills</b> <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Standard Keyboard skills</p>	
<p><b>General Skills/Attributes</b> <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Proven ability to work in partnership and develop trust, respect and co-operation with senior officers, staff, service users, other service providers and interested parties.</p> <p>Able to demonstrate strategic thinking, analyse complex written and statistical data, prepare and present reports.</p> <p>Proven ability to provide effective leadership by developing and motivating individuals across different service areas.</p> <p>Proven ability to work within the context of equality of opportunity, and to promote, develop</p>	<p>Ability to apply effective conflict resolution skills using appropriate approaches to sustained improvement including coaching</p>

	<p>and support practice which is anti-discriminatory and inclusive.</p> <p>Ability to manage and implement change.</p> <p>Ability to organise and prioritise own workload and to work within identified timescales.</p> <p>Excellent communication skills, both oral and written; plus, the ability to negotiate and influence at all levels.</p> <p>Ability to utilise IT systems effectively.</p>	
<p><b>Experience</b> <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Experience in developing and implementing quality assurance systems and processes.</p> <p>Experience of staff and resource management.</p> <p>Significant experience of managing services for adults.</p> <p>Experience of collecting, interpreting and presenting information in an appropriate way to inform the planning and review of services</p> <p>Experience of successfully developing and implementing support networks.</p> <p>Significant experience of effective partnerships or cross sector, multi-agency work.</p>	

	Evidence of looking for opportunities to work with colleagues and partners to deliver improved services	
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### **Core Accountabilities, Attributes and Behaviour Indicators**

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.