Come and join the team!

ADVERT

ROLE TITLE: **Social Worker** – Early help and assessment team, Children's Services

ADVERT TEXT:

***This is an exciting opportunity for an experienced social worker to join an established team. The role involves managing a children and families caseload and assessing, planning, implementing and evaluating in order to safegaurd and promote the* welfare of children and their families.**

POST ID: SCS272

LOCATION: County Hall, Usk and the Monmouthshire locality

GRADE: BAND I SCP 31– SCP 35 £41,771 - £46,142

HOURS: 37 hours per week

TEMPORARY: No

DBS CHECK: Yes (Enhanced Children's Disclosure & Barring Service Check)

Additional Information
Please note that we are not able to accept CVs

To apply for this post please complete the online application form which can be found on the following page:
https://www.monmouthshire.gov.uk/jobs-employment/

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

All posts are open to job-share unless stated otherwise.

Monmouthshire County Council is:-

- an equal opportunities employer and welcomes applications from all sections of the community.
- a disability confident committed employer.
- an Armed Forces friendly employer.
- Autism aware and committed to removing barriers to employment
- committed to supporting young people who leave our care to access new opportunities and gain experience.

monmouthshire
sir fynwy

ROLE PROFILE

ROLE TITLE: **Social Worker** – Early help and assessment team
Children's Services
PERMANENT

POST ID: SCS272

GRADE: BAND I SCP 31– SCP 35 £41,771 - £46,142

HOURS: 37 hours per week

WORK PATTERN: Monday to Thursday 9am to 5pm, Friday 9am to 4.30pm

DBS CHECK: Yes (Enhanced Children's Disclosure & Barring Service Check)

LOCATION: Usk and the Monmouthshire locality

RESPONSIBLE TO: Becky Marlog – Team Manager

PURPOSE OF POST:

Manage a Children & Families caseload of various levels of complexity, involving the assessment, planning, implementation and evaluation of appropriate action, contributing to the effective application of resources to safeguard and promote the welfare of children and their families.

Key Responsibilities and Duties

- All functions allocated by the Team Manager, in respect of working with children, young people, their families and carers.
- To possess a high quality of professional social work knowledge and skills.
- To manage a caseload to include complex and diverse cases, involving assessments, reviews and the preparation of reports and court attendance, to effectively meet the needs of the client group.
- To work in a flexible and imaginative way to provide support and advice for children, young people, their families and carers in accordance with the principles of the 1989 Children's Act.
- To complete quality assessments of individuals and families; analysing strengths and risks.
- To formulate plans to meet assessed needs and risks building on strengths of children, families and carers.

- To implement agreed plans to safeguard children and to increase the capacity and resilience of their parents and/or carers.

- To undertake office duty and respond to crises, as and when required.

- To assist in developing the existing services for children, their families and carers and to help shape future services.

- To work as part of a team and thereby contribute to the development of the service.

- To supervise students, where appropriate.

- To initiate and develop effective working relationships with foster carers as professionals.

- To initiate and develop effective working relationships with partner agencies.

- To develop own professional skills through supervision sessions and through undertaking appropriate training and development.

- To maintain awareness of changes in legislation, related policies and practices and implement these within own professional practice.

- To maintain accurate records, which are up-to-date.

- To work in a flexible way, if the need arises, so that tasks not specifically covered in the job description are undertaken.

- To maintain safe working practices for self and others, in accordance with the authority's policy statement on Health and Safety at Work.

- To abide by the principles and practice of equality of opportunity as laid down in the Council's Equal Opportunities Policy.

Here's what we can provide you with:-

- The opportunity to work within a friendly and dynamic team and make a real difference to the lives of children and families in Monmouthshire
- The chance to help shape the future provision for service users
- High quality support and supervision in a friendly and motivated environment
- Quality training in order to professionally and personally develop your skills and experience
- Opportunity to develop welsh language skills in line with the ' more than words' strategy'
- An extra days holiday at Christmas and Easter on top of your generous holiday allowance
- In line with Service objectives, flexibility to work agilely and flexibly in

order to achieve a positive work life balance
- Excellent pension scheme and a range of other benefits

What else you need to know…..Monmouthshire Values are:

Openness:	We aspire to be open and honest to develop trusting relationships.
Fairness:	We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.
Flexibility:	We aspire to be flexible in our thinking and action to become an effective and efficient organisation.
Teamwork:	We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.
Kindness:	We will show kindness to all those we work with, putting the importance of relationships and the connections we have with one another at the heart of all interactions.

Welsh Language assessment:

Welsh is desirable: You may be required to learn or improve your existing skills through attending staff Welsh language training funded by the council. This will be implemented if a need for Welsh language skills in the role arises.

Safeguarding:

Safeguarding and Child and Adult Protection are key priorities for the Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. All Council employees and volunteers are responsible for playing their part in the well-being, safety and protection of children and adults at risk. All employees and volunteers will be trained to the appropriate level of safeguarding and have a duty to fulfil their personal responsibilities for safeguarding.

In addition:

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check and two suitable written references before appointment.

The authority is committed to safeguarding and promoting the welfare of children and young people and adults at risk of harm and expects all employees and volunteers to share this commitment.

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

Person specification:

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:

REQUIREMENTS	WEIGHTING HIGH / MEDIUM / LOW	HOW TESTED
1. EDUCATION/QUALIFICATION KNOWLEDGE		
1.1 Recognised Social Work Qualification	HIGH	APPLICATION FORM
1.2 Knowledge of current relevant legislative framework and national policy	HIGH	APPLICATION FORM / INTERVIEW
1.3 Evidence of commitment to continued professional development	HIGH	INTERVIEW
1.4 A working knowledge of child development and protection theories, including attachment theory and the needs of Looked After Children/Children in Need/children in the Child Protection system	HIGH	APPLICATION FORM / INTERVIEW
1.5 Understanding/knowledge of adoption, fostering, disability, and children and families issues as appropriate to work setting	HIGH	APPLICATION FORM / INTERVIEW
2. EXPERIENCE		
2.1 Relevant post qualifying experience of working within a statutory fieldwork team working with complex family situations	HIGH	APPLICATION FORM/ INTERVIEW
2.2 Working in partnership with other agencies and building effective working relationships	HIGH	APPLICATION FORM/ INTERVIEW
3. APTITUDE AND SKILLS		
3.1 Organisational skills including recording skills and use of I.T.	HIGH	INTERVIEW
3.2 Good assessment skills	HIGH	APPLICATION FORM / INTERVIEW
3.3 Able to demonstrate direct work skills with children, families and carers	HIGH	APPLICATION FORM / INTERVIEW
3.4 Effective negotiating and interpersonal skills including the ability to manage conflict	HIGH	APPLICATION FORM / INTERVIEW
3.5 Ability to prioritise and to work effectively on own initiative as well as within a team	HIGH	APPLICATION FORM / INTERVIEW
4. PERSONAL ATTRIBUTES		
4.1 Commitment to personal and professional development	HIGH	INTERVIEW
4.2 Possess a genuine commitment to the involvement of service users and carers	HIGH	INTERVIEW

4.3 Understand and respect the principles of confidentiality	HIGH	INTERVIEW
4.4 Enthusiastic	HIGH	INTERVIEW
4.5 Innovative and flexible	HIGH	APPLICATION FORM / INTERVIEW
5. EQUAL OPPORTUNITIES		
Able to demonstrate a commitment to equal opportunities principles and practice.	HIGH	APPLICATION FORM / INTERVIEW
6. SPECIAL CIRCUMSTANCES		
Current full driving license and access to a car	HIGH	APPLICATION FORM
Appointment to this post will be subject to an Enhanced Disclosure Check with the Criminal Records Bureau.	HIGH	APPLICATION FORM
Registered as a Social Worker with the Care Council for Wales	HIGH	APPLICATION FORM

Should you require any further information regarding this post, please contact: rebeccamarlog@monmouthshire.gov.uk

Please Note that we are not able to accept CVs

Application forms can be completed online or down loaded via:
www.monmouthshire.gov.uk/how-to-apply-for-council-jobs

Applications may be submitted in Welsh or English and an application submitted in Welsh will not be treated less favourably than an application submitted in English.