

Senior Practitioner – Community Social Work				Purpose			
Reference No.	A4999	Type	Generic	Providing an effective Social Work Service to vulnerable adults, children, families and communities in line with Council policy and national standards. Providing an effective Social Work Service to vulnerable adults, children and their families in line with Council policy and national standards.			
Service	Children & Families – Community Social Work						
Job Family	Care 8	Grade	FC9				
Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:				Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility		E	D
<p>Undertaking thorough and informed assessment of individuals within communities, including children and their families, adults and older people to empower and enable them to live safely within their own communities wherever possible.</p> <p>To make logical and coherent recommendations for further actions if remaining within their own communities is not possible.</p> <p>Undertaking thorough and informed assessment of cases in order to provide logical and coherently presented recommendations for further action designed to enable children to remain with their birth families wherever this is in their best interests. To secure permanent high quality alternative care plans if remaining at home is not appropriate</p>				Diploma in Social Work or equivalent		✓	
				An accredited post-qualifying award (e.g. Certificate in Child Protection Studies, Mental Health Officer Accreditation, Practice Teacher Award, etc.) or a commitment to work towards achieving within 2 years of appointment		✓	
				<i>Workers new to role must gain registration with the Scottish Social Services Council (SSSC) within six months of start date in this role</i>			
				Ability to provide a regular and effective service		✓	

Role Profile

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	Significant post-qualifying experience providing statutory social work services	✓	
Contributing to the development of a high quality professional Community Social Work service	Considerable experience in a relevant setting	✓	
Reducing levels of risk to service users and others.	Experience of joint working to achieve common goals	✓	
Undertaking and contributing to complex assessment of need and risk as directed by the Line Manager. Ensuring that risk assessment and risk management are central to achieving good outcomes.	Knowledge, skills and experience of utilising a variety of interventions in working with groups and individuals Knowledge of service policies and procedures and resources Evidence of ability to promote equality and diversity	✓ ✓	
Contributing to/development of care/action plans.	Knowledge and understanding of theory underpinning practice in relevant areas of Social Work Report writing skills Commitment to service user participation principles	✓ ✓ ✓	✓
Maintaining service user/carer contact as required.	Awareness and understanding of the role of carers and families and the impact this may have on health and well-being Experience of working with vulnerable adults and their families	✓	✓
Promoting/maintaining independence and inclusion.	Knowledge and understanding of theory underpinning practice in relevant areas of Social Work Ability to practice in a way that empowers others	✓	✓
Participating in multi-agency meetings as required.	Negotiating and problem solving skills	✓	
Working in collaboration with partners e.g. Health Service, Education, Police and voluntary sector agencies.	Experience of multi-disciplinary working and liaison with a range of agencies	✓	

E = Essential Criteria D = Desirable Criteria

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Achieving the objective within Social Work Service improvement plan in terms of performance, people, partnerships and promotion of equal opportunities.	Knowledge and understanding of stakeholder objectives Communications skills verbal and written	✓ ✓	
Improving the outcomes for service users. Ensuring that risk assessment and risk management are central to achieving good outcomes. Ensuring that service users receive an outcome focussed service.	Ability to interpret data and analyse information Knowledge of responsibility for reporting Adult Protection issues	✓ ✓	
Promoting the interests of service users and carers in terms of rights, opportunities, culture and diversity.	Experience of engaging with others from a range of backgrounds Knowledge of professional practice models and standards	✓ ✓	
Contributing to service improvements.	Experience and ability to demonstrable capacity to operate at senior level, with complex cases, providing an expert professional service Knowledge of professional practice models and standards	✓ ✓	
Ensuring that financial resources are utilised in line with Council policy and procedure.	Financial skills	✓	
Responsibility for the effective application of the electronic client information system. Update and ensure accuracy of all relevant client records. Collecting, analysing and application of management information is essential for delivery and development of services.	IT skills	✓	
Appropriate quality control procedures ensure standards are met.	Understanding of the value of performance management/ monitoring in Social Work	✓	

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Observing protocols, guidance and standards including those relevant to confidentiality and information sharing.	<p>Knowledge and understanding of Child and Adult Protection guidelines and information sharing protocols</p> <p>Knowledge and desire to identify, adopt and develop models of practice in order to achieve positive outcomes</p> <p>Understanding of models of good practice within the context of work setting</p>	✓	✓ ✓
Offering advice, guidance and support to social workers.			
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required			
Before confirming appointment: You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.			
Additional Information – the following information is available:	Expected Behaviours		
<ul style="list-style-type: none"> • Skills Framework (if applicable) • How we work matters 	<p>Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.</p> <p>Please refer to How We Work Matters Guidance to learn more.</p>		