



Role Profile

SENIOR FAMILY WORKER

Reference No.	I535.01	Type	Individual
Service	Children and Families		
Job Family	Professional 2	Grade	FC8

Purpose

You will support the development and delivery of effective and efficient family support services as part of a whole family approach (0-18 years). Contribute to the management of the service with specific responsibilities to oversee the work of family support staff and lead on complex areas of practice and service priorities.

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
Contributing to the development and delivery of family support services ensuring objectives are met. Supporting family workers to engage effectively with children and families to improve a range of outcomes including attendance in school; attainment; parenting skills; attachment relationships; emotional wellbeing, risk taking behaviour.	Educated to SCQF level 9 which includes a Degree or equivalent in Education; Social Work; Community Education or equivalent Significant experience and skills in delivering children's services (Deliver results – See 'How We Work Matters' Framework) Knowledge of practice models; assessment frameworks and standards Experience in Child Protection	✓ ✓ ✓ ✓	

E = Essential Criteria D = Desirable Criteria

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	Experience of working with vulnerable young people and adults (Focus on customers)	✓	
Contributing to the development and implementation of processes, systems and practice standards with the aim of developing effective partnerships and building resilience and capacity for children; young people and families.	Knowledge and understanding of stakeholder objectives	✓	
	Experience in implementing systems and processes	✓	
Supervising and coaching family workers to ensure policies and procedures are applied, promoting high standards of practice within the team to support collaborative working.	Supervisory skills	✓	
	Leadership skills	✓	
	Experience to manage complex situations	✓	
	Motivational skills	✓	
Identifying and responding to staff development needs, promoting good working practices, addressing areas of poor performance in conjunction with the Team Manager.			
Collating and presenting data on the impact of the service to a variety of stakeholders including locality networks, elected members, and senior managers.	Presentation skills	✓	
Coordinating and chairing meetings and formulating plans ensuring services are having a positive impact against agreed outcomes	Communication and interpersonal skills	✓	
Ensuring risk assessments and child protection policies and procedures are applied by staff in line with practice standards, Health and Safety regulations and Council policy and procedures.	Knowledge of risk assessment frameworks	✓	
	Knowledge and ability to apply legislation, policies and procedures in practice		✓
Developing effective partnership and collaborative working with colleagues in Education; Health; Third Sector; Community Development to improve outcomes for children; young people and families.	Experience of multi-agency working and liaison with a range of agencies (Take ownership)	✓	

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Leading on the delivery and coordination of evidence based group work in schools and in the community, supporting co-working for families with complex needs and vulnerabilities.	Theoretical and evaluation skills	✓	
Preparing reports and participating in multi-agency meetings including Child Wellbeing meetings, Locality meetings, Children's Hearings, Local Area Committees, Strategic groups on behalf of the Team Manager.	Report writing skills	✓	
Collating, analysing and reporting management information ensuring information systems are applied consistently within the team in conjunction with the Team Manager.	IT skills (Embrace technology and information)	✓	
Leading and contributing to service improvement and development through regular auditing and self-evaluation activity, supporting change and improvement to meet service objectives. Promoting the service to stakeholders.	Experience in self-evaluation/ auditing	✓	
	Experience of delivering service improvements and change	✓	
	Auditing and Analytical skills	✓	
Coordinating the allocation of resources and prioritisation of tasks within the team, contributing to and chairing local resourcing groups and networks to ensure families receive timely and effective services.	Prioritisation skills	✓	
Ensuring financial resources attached to the delivery of core programmes are utilised in line with Council Policy and procedure and procedure.	Financial management skills	✓	
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

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Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:

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Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	PVG Children <input type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input checked="" type="checkbox"/>	None <input type="checkbox"/>
	Basic Disclosure <input type="checkbox"/>	Standard Disclosure <input type="checkbox"/>	Enhanced Disclosure <input type="checkbox"/>	

Additional Information – the following information is available:

- Skills Framework (if applicable)
- **How** we work matters

Expected Behaviours – It is essential that you display the following behaviours as they are expected of all our employees:

- Take Ownership
- Focus on Customers
- Work Together
- Embrace Technology & Information
- Deliver Results