Role profile

**Continuing Professional Development Social Worker**

**Our values:**

**We are dedicated, respectful, collaborative. We are Milton Keynes City Council.**

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| **Service** | Children’s Services |
| **Reports to** | Principal Social Worker |
| **Job family** | Care and Welfare |
| **Grade**  | I |
| **Political restricted?** | N |
| **DBS required?** | Y - enhanced |
| **Date**  | June 2024 |
| **JE Code** | JE2635 |

Key deliverables

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| **1** | Conduct regular direct observations of NQSWs in practice to assess competence and provide constructive feedback.  |
| **2** | Collect and evaluate evidence of professional development through various sources, including feedback from service users, colleagues, and written reports.  |
| **3** | Facilitate reflective supervision sessions to encourage critical thinking and professional growth.  |
| **4** | Support NQSWs to manage their caseloads effectively while ensuring a focus on learning and development.  |
| **5** | Assess NQSWs against the Post Qualifying Standards (PQS) and the Professional Capabilities Framework (PCF) to ensure progression throughout the ASYE.  |
| **6** | Complete the Record of Support and Progressive Assessment (RSPA) and guide NQSWs in maintaining their ASYE Portfolio.  |
| **7** | Provide a final assessment decision regarding the NQSW's capability to practice at the end of the ASYE program.  |
| **8** | Participate in continuous professional development activities, and service as a role model and advocate for best practices in social work.  |
| **9** | Maintain up-to-date knowledge of social work practices, policies, and regulations to ensure relevant and effective mentorship.  |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and city council wide needs*

**Essential requirements** Key skills, expertise, and qualifications

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| **1** | A qualified social worker with a valid Social Work England registration.  |
| **2** | Practice Education Qualification  |
| **3** | Extensive experience of working in a Local Authority setting, and in depth understanding of the challenges faced by emerging social work professionals.  |
| **4** | Proven experience in mentorship or training roles, with strong assessment and supervisory skills with ability to provide clear, actionable feedback.   |
| **5** | Excellent communication, interpersonal, and leadership skills.  |
| **6** | Extensive experience in social work practice, with a thorough understanding of the challenges faced.  |
| **7** | Commitment to continuous learning and professional development.  |

Job family

**Care and Welfare (Grade I)**

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| **Colleague expectations*** Be professional at all times
* Work together for the good of the team, city council and local people
* Promote a supportive culture
* Challenge assumptions
* Take ownership
* Be willing to change and do things differently
* Always work in a safe manner
 | **Manager expectations*** Be a role model by displaying positive behaviours at all times
* Make well-considered decisions
* Support, coach and communicate with my team
* Be accountable for my team’s performance
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Care and Welfare family jobs have as their primary responsibility the vulnerable members of our community who depend upon the city council for direct advice, guidance and practical assistance. They may personally carry out caring related tasks, or manage those that do, but it is personal interactions with those in our care that are at the centre of these roles.

This element of the profile, taken from the job family descriptor for this grade, provides a general understanding of the level of work and demands required.

**Role characteristics**

At this level roles are generally either senior practitioners or managers. Senior practitioners will use their advanced theoretical understanding of their specialist field to make highly consequential decisions directly impacting the welfare of those in city council care but are unlikely to have formal management responsibilities.

Managers’ principal work focus is on the ongoing care and welfare of those in their charge and the management of a local workforce.

**The knowledge and skills required**

The expertise that underpins job holders’ decisions and authoritative recommendations is grounded in either an advanced level of theoretical understanding of a very wide range of social work issues and/or associated disciplines, or an equivalent level of very lengthy practitioner level experience.

Roles may require specific qualifications in order to comply with the legislative and regulatory requirements of their job.

At this level, job holders will engage with others in assisting with physical tasks requiring some modest manual dexterity. Computer use is also a day-to-day feature of these roles.

**Thinking, planning and communication**

Job holders will regularly deal with highly charged, contentious situations and individuals whose behaviour ranges from merely challenging to aggressive and threatening. Job holders will have developed their essential communication skills through a combination of formal training and lengthy experience. Delivering the desired outcomes of interventions with families and individuals will depend upon effective advisory and persuasive skills in the context of exchanges with a range of audiences, some of whom will have inherent comprehension or language difficulties.

Whether resulting from their own case work or from issues escalated from other areas, the problems and situations dealt with will inevitably be complex, involving multiple information streams such as individual needs assessment, consideration of resource allocation and prioritisation of conflicting demands. Although still working on a day-to-day basis with groups and individuals, there will also be a need to take a longer view maybe up to a year ahead in some cases.

**Decision making and innovation**

Job holders have freedom to operate within more general policy guidelines rather than highly defined procedures. Indeed, they will be expected to use their initiative to translate corporate policy into effective operating protocols and deal with even major issues as they arise without recourse to managerial advice or direction.

**Areas of responsibility**

Job holders will not only implement important and far reaching care programmes to the direct benefit of families and individuals, but they will also contribute to the development of corporate policies and procedures in their working sector.

Job holders will generally have formal management responsibility within their team or centre. Those at this level who do not have this responsibility will be social work professionals, whose specialist qualifications offset this slightly reduced demand.

Job holders will be expected to account for considerable amounts of money and/or make discretionary spending decisions from an agreed budget.

Job holders will create and maintain work records, both written and electronic. There will, in addition, be sole or shared responsibility for the safe use and basic maintenance of a range of equipment, premises and/or vehicles.

**Impacts and demands**

The requirement for greater than normal physical effort is modest, although there will always be a need for limited standing, walking and the lifting/carrying of equipment and other items. Awareness of the actions of children, vulnerable adults and others will call for long periods of sensory attention. Job holders will also be required to have moderate periods of concentrated mental attention, for example when report writing or attending case meetings. Given the range of case work involved, job holders will also experience high level pressures of deadlines and conflicting demands.

Job holders are required to develop and maintain client relationships which may need them to exert greater than normal emotional resilience, with particularly challenging service users.

Working directly with vulnerable service users will result in some exposure to disagreeable, unpleasant or hazardous environmental working conditions. This may extend to dealing with odours, intimate care and bodily fluids, and will also see job holders exposed to unpleasant or even threatening people behaviour from time to time.