

Job Title	Lead Specialist - Adult Principal Social Worker (PSW)		
Service	Adult Services		
Team	Adult Social Care & Safeguarding	Location	Shute End/Smart Working
Reports to	Assistant Director, Adult Social Care	Grade	SM1

This job description sets out the duties of the post at the time it was drawn up. Such details may vary from time to time without changing the general character of the duties or the level of responsibility involved.

Summary of Role

This role is a statutory requirement and referenced in the 2016 revised Care Act guidance

- To ensure that the highest standard of social work practice is imbedded across the organisation, by providing skilled and experienced leadership and practice knowledge to social workers and social care practitioners, the organisation and its partners.
- As a member of the senior management team, contribute to the strategic leadership of services and develop and implement standards which provide a cohesive and high performing social work workforce, embraces cultural change and improves strength-based practice with our citizens.
- This role is responsible for ensuring adherence to many complex social work functions associated with adult safeguarding and statutory social work functions associated with the Care Act, Mental Capacity Act and Mental Health Act.
- The post holder will be required to balance professional judgements on authority-wide, non-standard problems and will be responsible for putting in place appropriate and complex partnerships. This will require excellent negotiation skills and the need to find solutions where there are many conflicting factors.
- The environment in which the post-holder will work is complex and challenging and the role requires a range of both analytical skills and sensitivity, as well as political awareness and sound judgement.
- To manage a small team if required as part of the role.
- To manage a budget circa £200k.

Key Accountabilities

- To lead adult social work practice, demonstrating strong interpersonal skills.
- To lead adult social care practice for other professionals, working across boundaries and considering the whole social care workforce.
- To lead on effective social work supervision and reflective practice.

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- To lead on the professional development of social workers, ensuring that staff recruitment and retention are effective and appropriate for students, social workers and social work managers to attract, develop and retain the workforce.
- Contribute to the ongoing development and delivery of the ASC Workforce Strategy.
- To lead practice that recognises the strengths of individuals and our communities, ensuring the person requiring support is at the centre of all decision-making.
- Champion the rights of citizens in the context of professional ethics and strategic decision making, using a legal and human rights framework.
- Lead on learnings from best practice to be shared across the service and partner agencies.
- Working in conjunction with the Safeguarding Lead in disseminating learning from Safeguarding Adult Reviews (SARs) to both managers and practitioners.
- To advise the DASS and wider council members on other complex and potentially controversial cases.
- Work closely with HEIs and universities to ensure good social work education and programmes that compliment local authority priorities.
- To advise the DASS on fitness to practice issues when they occur.
- To attend senior management meetings as the professional lead for social work.
- Lead the organisation at regional and national forums and feedback national developments in adult social work and influence development of government policy and practice, by taking an active part in professional networks.
- Lead on research and development and implementation of good practice, ensuring links with external research providers.
- Work in partnership with all other agencies raising the profile of social work and other allied professions e.g. Occupational Therapy, ensuring the unique role of social work is understood and valued.
- Work with HR and recruitment to ensure effective workforce planning to ensure recruitment and retention of social workers and other social care staff.
- Complete the annual Social Work Health Check, ensuring the Local Government Association (LGA) Standards for Employers are upheld.
- Complete a PSW annual report as required.
- To provide reports of a high standard to various senior management forums, including partner organisations.
- Support the organisation's vision and priorities both internally and externally.
- To lead on the Adult Social Care Apprenticeship programme.
- To lead on the Adult Social Care ASYE programme.

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Contacts and relationships

- Citizens and their communities
- DASSs, Assistant Directors and Lead Member, giving professional advice on complex problems, ensuring they are well briefed on emerging national and local social work issues and implications for local developments.
- Where the PSW is placed within a delegated authority, the equivalent Director and Assistant/Associate Directors.
- Partner organisations, to develop excellent social work practice, raising the profile of the unique contribution of social work and understanding and working across whole systems.
- Regional and national forums, advising the organisation of developments in adult social work practice and influencing a wider agenda.
- Occupational therapy and nursing leads across partnership organisations.
- Chief Social Worker for Adults, regional and national PSW Chairs.

Additional Corporate Responsibilities

1	Health and Safety: Take reasonable care for the health and safety of yourself and of other persons who may be affected by your acts or omissions at work; and co-operate with the Council to enable the Council to perform or comply with its duties under statutory health and safety provisions.
2	Equal Opportunities: To take positive action to ensure a thorough understanding of and positive commitment to equality in both service delivery and employment practices.
3	Safeguarding responsibilities: At all times to demonstrate and positively reinforce our commitment to safeguarding and promoting the welfare of children and vulnerable adults.
4	Special Factors: <input checked="" type="checkbox"/> <i>work some evenings/weekends</i> <input checked="" type="checkbox"/> <i>DBS check required,</i> <input checked="" type="checkbox"/> <i>Has own transport to travel across the borough,</i>
5	Behaviour: Works within the Council's "competency framework" and adheres to the Code of Conduct and the Council's Constitution.

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Competencies Required in Role				
Core Competencies	Foundation	Proficient	High Achiever	Role Model
21 st Century Public Servant			✓	
Personal Responsibility				✓
Professionalism & Know How				✓
Working together			✓	
Leadership Competencies			High Achiever	Role Model
Setting Direction				✓
Leading People			✓	
Delivering Results			✓	
Person Specification				
Qualifications				
Essential		Desirable		
<ul style="list-style-type: none"> Professional social work qualification (e.g. Degree, DipSW, CQSW or CSS as relevant) 				
<ul style="list-style-type: none"> Post-qualifying learning, extensive evidence of CPD 				
<ul style="list-style-type: none"> Registered Social Worker with HCPC/Social Work England 				
Technical Skills				
Essential		Desirable		
<ul style="list-style-type: none"> Excellent analytical skills, ability to interpret data and devise action plans based on results 		<ul style="list-style-type: none"> Ability to understand and work with whole system change 		
<ul style="list-style-type: none"> Ability to communicate both orally and in writing to a wide range of audiences (including ability to write clear and concise reports and presentations) , demonstrating a high level of interpersonal skills 				
<ul style="list-style-type: none"> Ability to influence and negotiate with a range of stakeholders 				
<ul style="list-style-type: none"> Digitally capable, supporting social work to utilise these skills effectively to support people and carers 				

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Knowledge & Experience	
Essential	Desirable
<ul style="list-style-type: none"> Extensive post-qualifying experience and at least 2 years senior management experience 	<ul style="list-style-type: none"> Demonstrable experience of successful change management
<ul style="list-style-type: none"> Detailed knowledge of adult safeguarding practice, legislation and research 	<ul style="list-style-type: none"> Working with social work training providers
<ul style="list-style-type: none"> Detailed knowledge of the qualification and competency frameworks of social work professionals 	
<ul style="list-style-type: none"> Extensive knowledge of relevant legislation and experience of applying in complex settings 	
<ul style="list-style-type: none"> Experience as Practice Educator/supervisor 	
<ul style="list-style-type: none"> Ability to challenge and influence at all levels 	
<ul style="list-style-type: none"> Able to work independently, manage own time and prioritise work 	
<ul style="list-style-type: none"> Upholding the values of social work in what you say and what you do 	

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