

JOB DESCRIPTION

Job Title: Advanced Social Work Practitioner
Directorate & Section/Unit: Children's Services
Reporting to: Team Manager
Responsible for:
Salary Grade: PO2
DMA Management Level:
DMA Span of Control (Direct Reports):

Our People Values:

Our Vision, Mission, and Values define our reason for being. They are indicators of our direction of travel, to guide services and colleagues. This is particularly important for Worcestershire Children First as our Company represents positive change and new opportunities for colleagues and children, young people and families:

- **Children at our Heart** - We will keep children and young people at the heart of everything we do
- **Value Family Life** - We will support and empower parents to care for their own children well
- **Good Education for All** - We will value education as the best start in life for all children and young people
- **Protection from Harm** - We will act in a professional and timely way to protect children from harm
- **Embrace Diversity** – A progressive culture of championing equality, diversity, and inclusion

Purpose of job:

Drive service improvements in order to secure continuous improvement in services to children and young people.

Experience:

It is **essential** that the post holder has:

- Significant experience of working with children and young people in a statutory social care setting, including those in need of safeguarding and looked after and adopted children and young people.
- Demonstrable experience of leading practice and evidencing strong outcomes within safeguarding and child protection case work.
- Significant experience achieving results within a statutory social work role.

It is **desirable** that the post holder has:

- Significant experience of supporting ASYE social workers, social work students in their development.
- Demonstrable experience of supporting others in a social work/social care role.

Knowledge, Skills and Abilities:

It is **essential** that the post holder has:

- Knowledge and understanding of relevant legislative and regulatory framework and Government initiatives relating to children's services, including safeguarding, and the needs of looked after children and those placed for adoption.
- The tenacity to repeatedly meet service expectations regarding key performance indicators.
- Emotional resilience, that is, the ability to perform effectively during periods of change.
- Willingness to enhance personal performance by seeking out constructive feedback, gaining insight and awareness of personal strengths and challenges.

Qualifications/Training & Development:

It is **essential** that the post holder has:

- A professional qualification in social work
- Social Work England (SWE) registration.

It is **desirable** that the post holder has:

- Evidence of the formal supervision of others.

Additional Information:

- The post holder will support the Manager in delivering high standards of practice and performance, established/statutory timescales.
- Intervene in areas of poor practice and lead by example to secure a lasting improvement in the service and individual performance.
- Promote and embed effective working models and practice within your respective team. Provide a level of group supervision to test the effectiveness of staff and their practice.
- Secure timely and effective intervention in complex cases by assisting staff to deliver support to children and families.
- Meeting statutory social work duties.
- Support, mentor and assess newly qualified social workers in their assisted and supported year in employment (ASYE).

Generic Accountabilities:

- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.
- To undertake other such duties, training and/or hours of work as may be reasonably required, and which are consistent with the general level of responsibility of this job.
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy.
- The duties described in this job description must be carried out in a manner which promotes equality

of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equal Opportunities Policy.

- Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.
- This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Disclosure and Barring Service (DBS) check (as defined by the Police Act).
- This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Disclosure and Barring Service (DBS) check and the relevant children and/ adults barred list(s) checks.

Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and Worcestershire Children First as well as maintaining constructive relationships.

Internal: Elected Members, Directors, Heads of Service, Senior Managers, Management Teams, Managers and Staff across all directorates, Project Staff, Governors, Headteachers, Teachers, Support and other school-based staff.

External: District and County Councils, Government Agencies and Departments, Healthcare Professionals, PCT, Police, Fire, Probation Service, Educational Settings, Suppliers, Contractors, Service providers, Statutory and Voluntary Organisations, service users, clients, customers, parents and pupils, members of the public, volunteers.

Additional Information:

- This post is politically restricted under the terms of the Local Government and Housing Act 1989.
- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.
- Reasonable adjustments will be considered as required by the Equality Act.

Author: Charmaine Anderson

Date: 26/09/25

Date of grading confirmation: December 2012

PERSON SPECIFICATION

Job Title: Advanced Social Work Practitioner
Directorate & Section/Unit: Children's Services
Salary Grade: PO2

EXPERIENCE: (Of delivering outcome/objectives/service improvements etc, not just time served)

It is **essential** that the post holder has:

- Considerable experience within children's social care working with children and young people in a statutory social care setting including those in need of safeguarding and looked after and adopted children and young people.
- Significant experience of achieving improved outcomes for children and young people.
- Significant post qualifying experience.

It is **desirable** that the post holder has:

- Demonstrable experience in leading staff.
- Demonstrable experience of successfully managing projects.

KNOWLEDGE, SKILLS AND ABILITIES:

The County Council has developed Leadership Competencies that describe what managers in the organisation are expected to bring to their role. (*See DMA competencies document*). Candidates for this role will be tested against these competencies and they will continue to be relevant for job performance if appointed. These competencies will be revised from time to time as the needs of the organisation change. The Critical Success Factors further describe the Leadership Competencies and for the role of Advanced Social Work Practitioner those at level 1 are relevant.

It is **essential** that the post holder has:

- Credibility in a significant area of specialism.
- Ability to transfer skills and lead service improvement in a variety of areas of service.
- The tenacity to repeatedly follow through indicators of service and staff performance to secure the necessary improvement in service provision.
- Emotional resilience, that is, the ability to perform effectively during periods of change and stress.

QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- A professional qualification in social work.
- Social Work England (SWE) registration.

ADDITIONAL INFORMATION

This is a demanding role, and the service must be capable of responding positively to significant scrutiny. The job holder must be able to work the hours necessary to deliver the requirements of the job. Travel throughout the County and further is required.

Author: Charmaine Anderson

Date: 26/9/25