

# Social Worker - Adults (ASYE, L2 and L3) Grade 9-11

## Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

Working within relevant professional standards, our qualified and SWE registered Social Workers provide an important and valued professional function working with some of the most vulnerable adults, their families, and carers.

We recognise that Social Work is a challenging profession, and we value the work you do. You can expect a strong focus on your own professional development to enhance your skills and practice. Our aim is to develop confident and competent practitioners, thereby supporting better outcomes for people we work with.

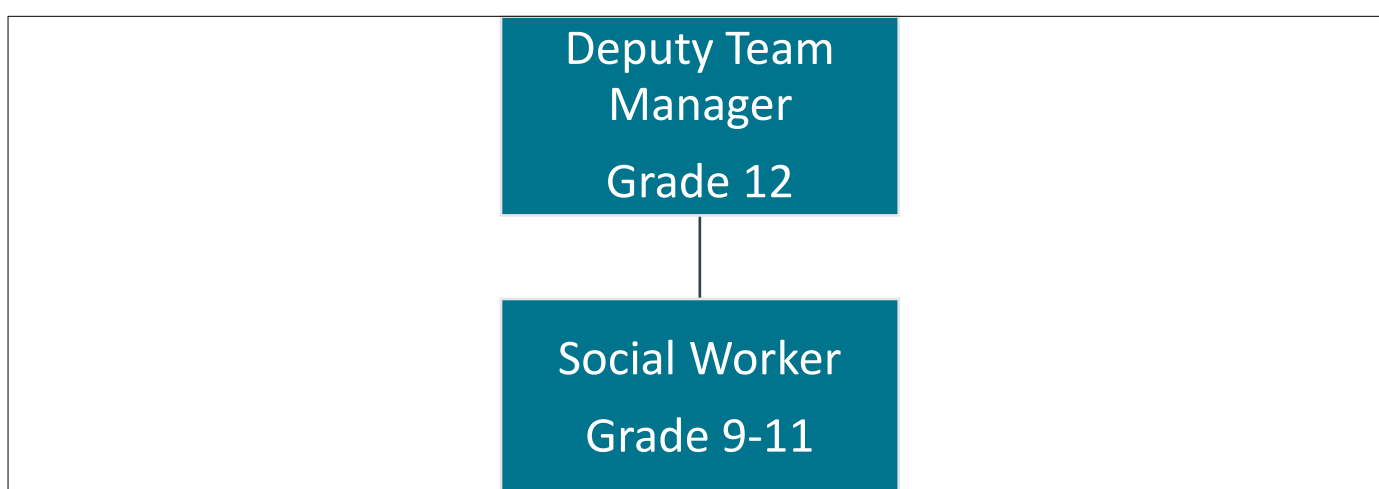
This role is based within [Adults and Health](#). Find out more about [working for Kirklees](#).

## Key areas of responsibility

- As a member of a multi-disciplinary team, you will be responsible for the day to day management of your assigned cases. You will intervene with legal and procedural authority to protect vulnerable people at risk of abuse or neglect.
- You will undertake strength-based assessments of individuals and their carers, to establish eligibility for support under the Care Act. You will enable individuals to maintain wellbeing, personal dignity, and independence by supporting them, and their relevant networks, to put together a plan which will meet their assessed needs, and eligible outcomes in line with relevant legislation and council priorities.
- You will complete positive risk assessments to ensure the least restrictive interventions wherever possible.
- Safeguarding adults at risk is central to your role.
- As part of the team, you will be expected to work on the duty rota when needed.
- You will make full use of the council's IT systems and work within administrative and financial procedures including the maintenance of up-to-date records.
- As your skills and experience develop you will be expected to work with greater autonomy and with more complex cases although support will be readily available where needed.
- You will also be expected to pass on your expertise via mentoring and support to colleagues and students.
- You will work within relevant legislation, government guidance and the council's practice standards.
- Your social work practice will always consider needs relating to age, gender, sexuality, health, race, religion, culture, and life experience.
- You will work effectively as part of a team and with a range of agencies and professionals.

- You will provide verbal and written reports as required.
- You will work flexibly and embrace new ways of working.
- You will maintain accurate and up to date case records.
- You will make effective use of supervision and contribute to the personal appraisal process.
- Identify and take up opportunities for CPD and ensure SWE records are up to date.
- Work within the Professional Capabilities Framework, statutory requirements and Council policies and procedures.
- Work within confidentiality and information sharing protocols.

## Position of job in organisational structure



## Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Holds an SWE recognised Social Work qualification and is SWE registered.	Essential
Work or placement experience of working with vulnerable adults and their carers.	Essential
Keeps up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.	Essential
Able to use social work methods to promote positive change, independence, and wellbeing in accordance with assessed need to meet outcomes.	Essential
Working knowledge of relevant legislation and ability to apply legislation to practice.	Essential
Understanding of developments in adult social care.	Essential
Able to undertake high quality assessments and provide clear analysis, within set timescales.	Essential
Able to transfer knowledge and skills into new situations.	Essential
IT skills to support accurate and timely case recording.	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence, and it is expected that you will either use a council vehicle or your own car.	Essential

## Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

## General information

See your responsibilities related to [Safeguarding](#).

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

## For Office Use Only:

Job Category	Social Care - Adults	Grading ID	23510 / 23490
Job ID	80101146	Last Updated	July 2023
Job Focus	No	Career Progression	Yes

## Contractual Variants

DBS Category	Adult	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No

DBS Category	Adult	DBS Type	Enhanced + Barred
Checked by HR	M Lunn		