

Social Worker - Adults – Grade 8-10

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 HCPC 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 holistic assessment of individuals and their carers' needs. You will be responsible for the day to day management of your assigned cases intervening with legal and procedural authority to protect vulnerable people at risk of abuse or neglect; to help individuals develop and sustain their capacities for independent living and in complex situations to try and prevent or resolve conflict which may place individuals at risk.
- You will undertake evidence-based assessments of individuals and their carers' needs dealing with the more complex cases presented, undertaking risk assessments. 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.
- 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.
- As a professionally qualified Social Worker you will have responsibility for managing your individual caseload, considering the needs of service users and ensuring effective use of time and resources.
- 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

- Exercises professional judgement and uses appropriate methods and interventions, values, and knowledge base to work with adults and their carers to achieve the best possible outcomes.
- Works within relevant legislation, government guidance and the council's practice standards
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience
- Works effectively as part of a team and effectively with a range of agencies and professionals.
- Interventions are planned and reviewed in line with legal and procedural requirements
- Adopts a risk sensible approach
- Provides verbal and written reports as required.
- Works flexibly and embraces new ways of working
- Maintains accurate and up to date case records
- Makes effective use of supervision and contributes to the personal appraisal processes. Identifies and takes up opportunities for CPD
- Positively engages with reflective supervision and puts learning into practice
- Works within the Professional Capabilities Framework, statutory requirements and Council policies and procedures.
- Works within confidentiality and information sharing protocols

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Holds an HCPC recognised Social Work qualification and is HCPC 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

Knowledge, qualifications, skills, and experience	Shortlisting criteria
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
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	June 2020
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	Yes
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR	M Lunn		