

## Social Worker - Grade 8-10

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](#).

## The Job

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 in particular 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, taking into account 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.

## Job Checklist

- 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

Please see your responsibilities related to [safeguarding](#).

## The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

We understand that the job of a Social Worker is a challenging one requiring a range of skills and a sound knowledge base from which to practice. Confident, articulate, and professional you will have the energy and determination to succeed. We have set high expectations of ourselves to support good social care practice and expect you to perform at a consistently high standard.

You will be passionate and committed to making a difference to vulnerable adults and enjoy the challenge this brings.

An excellent communicator with an empathetic approach you will be able to form effective working relationships with other professionals. You understand the importance of clear and timely case recording.

A resilient individual who adopts flexible ways of working you will champion creative ways of working to achieve positive outcomes. Committed to your personal and career development, you recognise when you need support and engage proactively in reflective supervision.

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
- Honest
- Respectful
- Flexible
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a New Council employee within the organisation.

This role is at level 2. The Council's [Behaviours and Expectations](#) will be tested throughout the selection process.

## Person Checklist

- Holds an HCPC recognised Social Work qualification and is HCPC registered.
- Work or placement experience of working with vulnerable adults and their carers
- Keeps up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.
- Able to use social work methods to promote positive change, independence and wellbeing in accordance with assessed need to meet outcomes.
- Working knowledge of relevant legislation and ability to apply legislation to practice
- Understanding of developments in adult social care
- Able to undertake high quality assessments and provide clear analysis, within set timescales.
- Able to transfer knowledge and skills into new situations
- IT skills to support accurate and timely case recording
- Accepts that an enhanced DBS check will be required.
- 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.

*This Role 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 Recruitment Purposes:** In order to be considered for this role you will need to demonstrate in your application how you meet the requirements in the Person Checklist.