

## Newly Qualified Social Worker (ASYE) GR 9 – Assessment and Intervention

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We are always looking for better and smarter ways to work.

At Kirklees we recognise the transition from university into a social work role can be a challenge; we know how important the ASYE is to practitioners; our commitment is to build up throughout the year to a protected caseload supported through regular reflective supervision. We recognise the benefits of peer support so as well as the support of your manager and colleagues you'll have a dedicated buddy and support from Advanced Practitioners and Legal Project Officers. We're committed to making sure you get the best broad experience in your first year to build strong foundations for your career in Kirklees. Our strong and well established links and teaching partnership with Huddersfield and York universities mean your practice development will have a strong academic element. We are committed to the development of the Social Work workforce and will provide you with opportunities to develop in your career based on your interests and passions.

### The Job

As a Newly Qualified Social Worker (NQSW) during your Assessed and Supported Year in Employment, and following a comprehensive induction, you will take on cases within a protected caseload. Initially you will co-work cases but as your confidence and experience increases you will hold your own caseload, although support will be readily available. Building on your placement experience your case work, across all disciplines of children's social work, will mean you undertake a range of direct work with children, young people and their families. You will be supported to develop your skills in ensuring this is reflected in your work.

Your ASYE programme includes attendance at the University of Huddersfield and additional academic study for which you will have protected time.


You will develop knowledge and understanding of processes, practice standards and prescribed timescales and will be supported to ensure that your casework is of the highest standard. Development of experience and skills in court work will be key to your professional development.

It is our expectation with the support available that you will successfully complete the ASYE. Towards the end of your ASYE we will work with you to identify a Social Work role in the service where your career as a Social Worker can flourish.

As a Social Worker you will have responsibility for managing your individual caseload, taking into account the needs of children and young people ensuring effective use of time and resources.

### Job Checklist

- Exercises professional judgement and uses appropriate social work methods and interventions, values and knowledge base to work with children, young people and their carers to achieve the best possible outcomes.
- Works within relevant legislation, government guidance and the council's practice standards.
- Works within professional capabilities framework.
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience.
- Takes responsibility for continuous professional development.
- Makes full use of the council's IT systems working within administrative and financial procedures.
- Takes responsibility for and maintains accurate and up to date case records.
- The voice of the child is reflected and evidenced throughout casework.
- Positively engages with reflective supervision and puts learning into practice.
- Participates in regular reviews of practice and development working with their manager to identify any areas for further development and actively seeks support.
- Adopts restorative approaches to practice.
- Works effectively as part of a team and effectively with a range of agencies and professionals.
- Works flexibly and embraces new ways of working.
- Works within confidentiality and information sharing protocols.

Please click [here](#) to 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.

As a newly qualified Social Worker taking up your first Social Work role, you recognise the challenge of moving from university to work. Eager to take on the challenge of applying your learning to practice and to develop as a practitioner you are committed to your own professional development. You recognise the importance of and take responsibility for participating in learning and development opportunities and also independently seeking opportunities to develop. Able to recognise where you need support you actively seek it out.

Your passion for the best possible outcomes for children and young people is evident and you always strive for excellence in your work. Your approachable and adaptable communication style means you are able to engage with ease with children, young people and their carers to make sure the voice of the child is heard, which shapes, influences and is evident in your work.

You understand the importance of effective and timely case recording and are able to reflect the quality of your work in records and reports for court.

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

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. To find out more about Council Behaviours and Expectations please click [here](#). These will be tested throughout the selection process.

## Person Checklist

- Qualified and HCPC registered Social Worker with work or placement experience in children's services.
- Understanding of and ability to apply in practice legislation, guidance and regulations and research underpinning social work practice.
- Ability to apply social work theory to practice.
- Understanding of the needs of vulnerable children, young people and their carers.
- Commitment to continuous professional development and understanding and application of the Knowledge and Skills Statements (KSS)
- Effective communication skills to support direct work with families and to evidence through casework and court reports.
- Effective IT skills to support accurate and timely case recording and report production.
- The ability to work with professionals ensuring that where necessary, children have their needs safeguarded via child protection, PLO and/or other court processes.
- The ability to assess the needs of children and families and develop care plans to meet these needs.
- The ability to work as part of a team.
- Willingness to occasionally work unsocial hours to meet the needs of service users.
- Accepts that if you do not successfully complete the ASYE your employment may be at risk.
- 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 complete the shortlisting booklet.