

Advanced Social Worker

Department: Children, Young People, Education & Skills

Section: Children's, Young People and Families

Reports to: Team Manager

JE Ref: CYP1241

Grade: CS11

JE Date: 13/01/2025

Job purpose

Advanced Social Workers provide a comprehensive assessment and protection service to the children's at-risk population in Jersey and their carers, delivering the day to day working of social work services, and accessing and facilitating resources to manage risk and meet identified needs.

Advanced Social Worker (Manager) leads and monitor the work of a group of social work staff and lead on the delivery of the day to day working of social work services in their delegated area.

Advanced Social Worker (Practitioner) delivers the day to day working of social work services, accessing and facilitating resources to manage risk and meet identified needs. An expert and champion of good practice and be the first point of call for social care practitioners.

Job specific outcomes

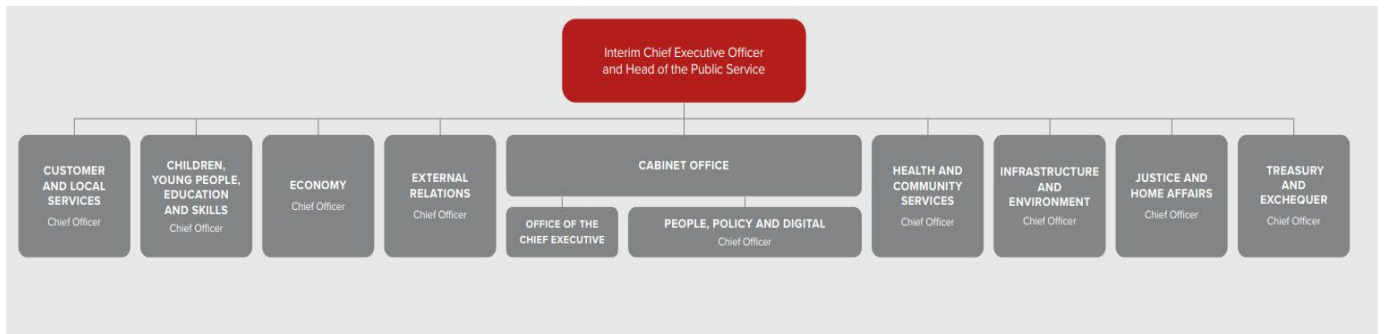
1. Take a lead role in multi-agency decision making to develop strong and effective working partnerships with other agencies and services involved with children and families. Chair complex meetings which may include strategy meetings, fostering and adoption panels and core planning meetings and reviews to ensure positive outcomes for young people.
2. Leverage professional knowledge and practice using accredited assessment tools to gather and analyse complex information from a variety of sources enabling the development of comprehensive assessments and informed recommendations.
3. Drive the delivery of high-quality social work services to children and families to ensure the welfare of children is safeguarded and they are protected in accordance with the legal and statutory obligations of Jersey Children's Service.
4. Guide, coach and mentor team members to maintain the highest standards of personal and professional conduct, ensuring adherence to relevant legislation codes of conduct, policies and procedures ensuring the criteria for continuing professional registration is fulfilled.
5. Lead the induction and training activities for ASYE's who will be based in the team. Where required, take the role of practice educator for students and the role of ASYE assessor and supervisor for newly qualified social workers in the team.

6. Holistically assess, develop and design care and intervention plans that treat each person as a unique individual, in order to protect, promote and monitor the safety and welfare of children, young people and their parents/carers. Wherever possible, promote children's individual views and wishes to support their rights to control their own lives and to make informed choices about the services they receive.
7. Provide clear, accurate and appropriate, communication to service users and carers, clearly explaining service policies and the professional role and responsibilities of the social work team including any statutory intervention which may prove necessary, to establish and maintain the trust and confidence of service users and carers.
8. Maintain the highest standards of personal and professional conduct, adhere to relevant codes of conduct, policies, procedures and legislation and take responsibility for maintaining and improving personal knowledge and skills in order to ensure that the criteria for continuing professional registration are fulfilled and that members of the public and other professionals have confidence in the service.
9. Create and maintain clear and accurate records to ensure that all relevant information is held as required by established procedures and best practice and in line with data protection, confidentiality, disclosure and consent policies, always bearing in mind that such documents may be disclosable for the purpose of Serious Case Reviews, external inquiry and inspection, and to the Royal Court in respect of civil applications or in criminal proceedings associated with the protection of vulnerable individuals.
10. Provide management cover and decision making as delegated by Team Manager, including Out of Hours as first point of contact in situations of crisis requiring an immediate operational response to risk.
11. Have their practice recognised as exemplary and provide leadership and professional wisdom to their colleagues and other professionals for work in situations of high complexity. Develop and ensure best practice as professional lead in assigned teams.

Statutory responsibilities

- The post holder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice, in respect of managing the key project deliverables of programmes and costs through the active management of procurement, approval, financial and administrative procedures.
- To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work (Jersey) Law, 1989
- To work in accordance with the Data Protection (Jersey) Law;
- This role is not politically restricted.

Organisational structure



Organisation chart



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i>	<p>A professional qualification in Social Work (e.g. Degree, Diploma or equivalent in Social Work).</p> <p>Registered with the appropriate UK professional governing body i.e. the General Social Care Council and locally, must also register under the Health Care (Registration) (Jersey) Law 1995.</p>	
Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i>	<p>Specialist knowledge in social work underpinned by theory and relevant practical experience.</p> <p>An understanding of children's & adult Safeguarding issues. Good understanding of the management of risk and supporting vulnerable children and families in the community.</p> <p>Understands how to assess and manage risk when making complex decisions that may be disputed in court.</p> <p>Practical knowledge of as-</p>	<p>Knowledge of the range of services provided both within CYPES, Health and Community Services, by other States Departments and by private and voluntary sector providers</p>

	<p>sessing and arranging delivery of social care packages for caseload clients.</p> <p>Understanding of therapeutic services, their arrangement and provision.</p> <p>Knowledge of mentoring social work students and new entrants.</p> <p>Practical understanding of legislation relating to their specialist area of social work, the general workings of civil courts and the conducting of police investigations into related criminal activity.</p> <p>Understands how to maintain records according to confidentiality and data protection protocols.</p>	
<p>Technical / Work-based Skills</p> <p><i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Able to demonstrate a range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.</p> <p>Ability to attain Enhanced DBS clearance</p>	Safeguarding certificated.
<p>General Skills/Attributes</p> <p><i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Ability to work autonomously, with the capacity for independent, responsible, professional decision making, often whilst under considerable pressure.</p> <p>Organisational and administrative skills</p> <p>Ability to take on board complex facts or situations requiring analysis,</p>	

	<p>interpretation and comparison of a range of options in order to arrive at a complex judgement.</p> <p>Able to communicate calmly and clearly using a variety of media on sensitive and complex issues, including legislation, often in emotive situations.</p> <p>Able to facilitate the involvement of a range of stakeholders (public and private sector) to deal effectively with complex issues relating to vulnerable service users.</p> <p>Able to follow policy and understand the implications and ramifications for areas outside of their own area of responsibility.</p> <p>Highly resilient – good coping mechanisms for dealing with challenging, stressful and emotional situations involving vulnerable children and adults.</p>	
<p>Experience</p> <p><i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Providing a social work service in a community, mental health or hospital setting; discharging statutory social care functions on behalf of an organisation.</p> <p>Developing and implementing care packages.</p> <p>Co-ordinating support services and advising carers and families.</p>	

	Negotiating services for vulnerable service users, including issues involving child protection, vulnerable adults, mental and physical health issues and bereavement.	
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Personal Attributes

Delete as appropriate:

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.