



Role Profile

Job Title: Principal Social Worker	Role Profile Number: S0000
Grade: R	Date Prepared: October 2019
Directorate/Group: Adult Social Care	Reporting to: Head of Social Work
Structure Chart attached:	No

Job Purpose

To ensure that the highest standard of social work practice is imbedded across the organisation, by providing skilled and experienced leadership and practice knowledge to social workers, social care professionals, the organisation and its partners.

As a member of the senior management team, contribute to the strategic leadership of services and develop and implement standards, which provide a cohesive and high performing social work workforce, embraces cultural change and improves strength -based practice with our citizens.

The post holder will:

- Have a passion and enthusiasm for Strength Based approaches to social care
- Be able to energise and inform the registered workforce to deliver the CA 2014 duties
- Be committed to Community Development and working with non-statutory agencies

Key Accountabilities

- Co-ordinate the delivery of the annual organisational health check for adult social care staff, and monitoring progression of relevant actions.
- Co-ordination and chair of relevant continuing professional development fora, including AYSE internal moderation panel and supervision for seconded staff in mental health teams and integrated health teams.
- Oversight of student practitioner placements and working in partnership with the practice learning coordinator, corporate learning and development and higher education.
- Provide leadership and a professional perspective across organisational and professional boundaries,

including health and social care.

- Provide effective leadership and challenge, both at a managerial and practitioner level.
- Promote and oversee the quality and consistency of social work practice
- Participation in the scrutiny of the Swindon Adult Safeguarding Board.
- Link with Children's Principal Social Worker to identify and undertake areas of joint work.
- Contribute to the ongoing implementation of the Care Act and the Adult Social Care Strategy.
- Responsible for customer relations and employee relations within areas of scope.
- Contribute to the strategic direction of services through identification of needs, workforce profiling and demand forecasting.
- Work with senior management team and workforce development leads, the post holder will contribute to the development and implementation of initiatives in line with the scope of the role and support recruitment and retention.
- Reports to Head of Social Work.

Supplementary Accountabilities

- Be visible across the organisation through to frontline social workers and people who use services and carers.
- Be able to bridge the gap between professional and managerial responsibility, to influence the delivery and development of social work practice.
- Access and utilise local and national networks to share information and experience in delivering best practice in social work provision and develop local networks where relevant.
- Function at the Advanced Level of the Professional Capabilities Framework (PCF).

Knowledge & Experience

- Management qualification or equivalent experience.
- High level of competence in IT including case management systems, Excel, Word etc...
- Evidence of continuous professional development.

- Comprehensive knowledge of relevant adult social care legislation including Mental Capacity Act, Deprivation of Liberty Safeguards (DoLS), Care Act etc
- Detailed knowledge of main issues and influences on statutory social work services.
- Extensive knowledge of the legal and social work response options to specific safeguarding cases and in general.
- Comprehensive knowledge of the principles and practice of effective people management, excellent customer service, continual improvement using an evidence – based approach.
- A high level of personal drive and integrity and an understanding of how their personal leadership style impacts on service outcomes.
- Strong interpersonal skills enabling the post holder to provide purpose and direction to others in a changing environment to ensure effective engagement with customers, staff and other key stakeholders.
- Ability to make decisions and solve problems in a changing and complex service environment, involving planning solutions and prioritising personal and service resources.
- Ability to meet agreed broad service objectives and delivery targets through the organisation of human, physical and financial resources.
- Writing and presenting reports to the Senior Leadership Team in relation to evolving social work practice.

Qualifications

- Diploma in Social Work or BA (Hons) Degree in Social Work.
- Registration as a Social Worker with the HCPC.

Contacts and Relationships

- Develop and sustain excellent working relationships with adults, carers, families and members of the general public.
- Develop and sustain excellent communication and working relationships with colleagues across the council and directorate, and with other agencies and organisations.
- Develop and sustain excellent communications and working relationships with colleagues in

Commissioning.

- Maintaining a clear professional identity and acting as a role model for other staff.

Other Key Features of the role

- To be based in an operational location anywhere across the Borough.
- Travelling within the service delivery area and potentially occasional longer distance travel e.g. to visit service users living out of county or to attend conferences or training events.
- Use of computers / VDU equipment.

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name:
Date:	