

# Newly Qualified Social Worker

Salary spinal point: 27 | Based in Kingston/Twickenham | Permanent | Full time

## About the service

We provide the full range of children's social care services. Children's Social Care has been designed to lead the delivery of strong, integrated and responsive safeguarding, social care services and early help, so that outcomes for children, young people and their families are improved and sustained. The directorate is responsible for ensuring that timely and effective statutory services are in place for children requiring protection, with high-quality services and support in place for children in care, young people leaving care and early help services. We support our social workers to undertake creative methods of intervention to ensure the voice of the child is at the centre of service development.

## About the role

All of our social work roles work in partnership with children, young people and those connected to them, in order to co-create plans that meet the identified need.

The Newly Qualified Social Work are based across Richmond and Kingston local authorities. ASYE posts are based in the Referral and Assessment Teams located in both Richmond and Kingston, the Safeguarding Team in Richmond and the Children with Disabilities Team located in Chessington within the Kingston borough.

The core activities for Newly Qualified Social Workers within the statutory teams include:

- Manage an agreed caseload of children and young people
- Complete assessments, and develop plans with families to identify needs and improve outcomes utilising the Signs of Safety Framework
- Manage a varied caseload of Child in Need, Child Protection and Children Looked-after
- Prepare and maintain case records and other casework information
- Care proceedings and court work

## About you: our role specification

### Qualifications

- Educated to degree level with appropriate professional Social Work qualification (CSS/CQSW or DipSw, MA SW, BA Hons SW)
- Active HCPC registration
- Proven evidence of continuing professional development (for example access to courses, events, professional experiences which would be relevant to the role)

### Skills and experience

- Experience of children's social care (through placement, shadowing or previous work experience, this
- Experience of direct work with children
- Knowledge of relevant theory that informs practice delivery.
- Knowledge of statutory legislation (for example Children's Act) and national policy drivers that will affect children's services and your role
- Good engagement skills and able to influence families and professionals
- Able to work flexibly and independently.

### Personal attributes

- A passion for Achieving for Children's vision, mission and values to support children and young people to live safe, happy, healthy and successful lives.
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Understand the role and purpose of social work and committed to supporting children, young people and families to achieve good outcomes.
- Personal determination, drive, energy and ambition to overcome obstacles, achieve challenging objectives, celebrate success and deliver excellent outcomes for children.
- Taking a strength based approach to managing situations.
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Actively seek training and other areas to continually improve practice
- Outstanding communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills.
- Can adapt communication style to different audiences or contexts

*The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.*

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