

# Newly Qualified Social Worker

Scale point: 27 | Based in Kingston and Richmond | Permanent | Full time

## About the service

Achieving for Children is a not-for-profit social enterprise owned by three local authorities, London Borough of Richmond upon Thames, Royal Borough of Kingston upon Thames and Royal Borough of Windsor and Maidenhead. It is commissioned to deliver children's services on behalf of the three local authorities. Our vision for Achieving for Children is simple: by bringing together professional expertise from the three local authorities, and by putting children and young people at the heart of everything we do, we will be able to deliver improved outcomes for families and give children and young people the best start in life.

Achieving for Children offers the freedoms of a social enterprise with the employment benefits of local government.

## About the role

As a Newly Qualified Social Worker (NQSW) you will be expected to deliver all aspects of high quality social work provision to children and families in order to support them improve outcomes. This includes managing an agreed caseload of children and young people in compliance with casework objectives, statutory and departmental policy and timeframes whilst consistently maintaining the highest level of professional standards. You will also be expected to undertake assessments of need, direct work and formulate care plans in collaboration with children and families. You will need to have a strong commitment to the safety and wellbeing of children and young people. You will be supported to explore and investigate concerns regarding a child or young person's safety or wellbeing with support from management.

# About you: our role specification

## Qualifications

- Professional social work qualification, CQSW or Diploma in Social Work (DipSW), or other relevant qualification recognised by Social Work England.
- Active Social Work England registration.

## Skills and experience

- Ability to build effective relationships with children, young people and families.
- Good verbal and listening skills when working with families, encouraging the voice of the child and acting professionally when faced with difficult situations.
- Experience of keeping and maintaining records (in accordance with local policy) and producing accurate reports, written updates to a range of stakeholders (which may include families, children or young people).
- Knowledge of the legal powers and key duties when working with children and young people, including key legislation both locally and nationally.
- Ability to recognise professional limitations and seek advice and support from other professionals to resolve problems.
- Knowledge of relevant theory that informs practice.
- Knowledge of the legal powers and key duties required when safeguarding children and young people, including key legislation both locally and nationally.
- Experience of assessing the needs of children and their families in accordance with the Framework for the Assessment
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

## Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives.
- Able to use a range of digital hardware or software to support your work effectively i.e. microsoft or Google software.
- Strong organisational abilities including: time management, creative-thinking, problem-solving, multitasking, an ability to use own initiative and to prioritise workloads to meet agreed deadlines.
- Personal determination, drive and ambition to overcome obstacles, achieve challenging objectives, celebrate success and deliver excellent outcomes for children.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic, including negotiation and influencing skills.

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

Version\_0.1\_February 2021