



Family and Youth Resilience: Social Worker

Salary scale: 29 to 32 | Based in Kingston | Permanent | Full time

About the service

The Family and Youth Resilience Service (FYRS) sits within AfC Early Help which includes universal, targeted and statutory services alongside commissioned services. The Family and Youth Resilience Service has a particular focus on vulnerable adolescents age 13 to 18, where contextual safeguarding is prevalent. This role therefore will form part of the Adolescent Safeguarding Team within the FYRS. Our ambition for the FYRS is to be a truly integrated, multi-agency service to ensure there is one care plan and one lead professional without young people having to tell their story more than once, improving the journey of the child. The Service will provide statutory services for adolescents assessed to be at risk from extra-familial harm and additional multi-agency interventions for children at risk of care and those assessed at high risk of harm, either to themselves and/or others.

About the role

The role will ensure high levels of quality interventions using AfC's social work practice model, Signs of Safety, agreed quality standards and operating procedures. The role will represent AfC at operational multi agency and others meetings as appropriate.

The post holder will be responsible for ensuring that adolescents are safeguarded from harm whilst parents and carers of adolescents are supported in their parenting capacity to protect and nurture them whilst ensuring that the public is protected where youth offending is concerned.

In all roles across AfC the post holders will be expected to develop and lead a culture of partnership and innovation, so that services are child focussed, flexible and adaptable. The whole organisation should learn from mistakes, share knowledge and challenge existing practice.

About you: our role specification

Qualifications

- Educated to degree level with a social work qualification and HCPC registration
- Evidence of continuing professional development

Skills and experience

- Experience of managing complex cases, making sure robust risk management takes place to manage assessed vulnerabilities and risk to protect adolescents and where appropriate members of the general public.
- Experience of undertaking effective assessment and care planning within child in need and child protection frameworks.
- Experience of tailoring support packages to the needs of young people and their families in line with the Youth Resilience intervention framework to achieve best outcomes.
- To work restoratively with all adolescents and their families.
- Experience of working within an integrated working environment, including effective multi-agency working.
- Experience of effective recording, monitoring, evaluation and quality assurance of interventions within case work practice using a wide range of tools and Management Information Systems
- An awareness of risk management and safeguarding in the context of social care including legislation, policy and procedures related to responsibilities.
- 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 to demonstrate and promote our values (Trust, Respect and Empower) through professional behaviours and relationships with all stakeholders.
- Able to use a range of digital hardware or software to support your work effectively i.e. microsoft or Google software.
- Drive to deliver 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, problem-solving and prioritisation.
- Able to work flexibly and independently with a commitment to the organisation culture.
- 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.
- Ability to lead others and encourage collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Strong communication and interpersonal skills that are open, honest, persuasive and pragmatic, including ability to negotiate and influence.

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

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