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| **Advanced Social Worker** **SALARY GRADE: HBC 9** | Halton Borough Council resourcing@halton.gov.uk |
| Working at Halton |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture: * Working Together – building fantastic relationships with colleagues and customers
* Continuous Improvement – Keeping great service delivery at the heart of everything we do
* Personal Growth – Learning, growing and developing ourselves
* Accountability – doing what we say we are going to do
* Inspiring Leadership – positive roles models and leading by example

*To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)**We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**Aside from working with a great team, our employees have access to a fantastic range of benefits, including:* A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service
* Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
* 3 x Salary Life Cover via Local Government Pension Scheme
* Investment in your personal development
* Free Car Parking at HBC sites
* Flexible / hybrid working arrangements available
* Car leasing schemes
* Essential Monthly Car User Allowance\*

*For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* |
| About the Job  |
| Within the framework of legislation, agreed policies and procedures work with, or on behalf of, individuals and families, to assist them to resolve their personal problems and adjust to, or change their social environment to improve quality of life. Provide guidance and professional wisdom to colleagues and other professionals, demonstrating expert and effective practice in complex situations; assessing and managing higher levels of risk and offering expert opinion within the organisation and to others.More specific responsibilities include:* Work directly with people in highly complex situations assessing the need for social work service including identification of risk and the need for protection, determining the intervention to manage and minimise risk. Comply with the statutory obligations of the Council
* Work independently, to individual and Council priorities and policies, to manage an allocated workload
* Decide or advise on the use of appropriate social care and/or other services, resources and contributing views on service provision to commissioners where applicable.
* Liaise and negotiate with other professionals, statutory and voluntary agencies to gather information relevant to assessment and planning activities and ensure the best possible service is provided
* Maintain own knowledge and skills, including in a required specialist professional area. Undertake research in practice to inform service direction and contribute to strategic development.
* Chair a range of meetings and offer expert support and advice to case conferences.
* Maintain and update appropriate records of work undertaken and carry out required administrative procedures. Produce assessments and reports which communicate requirements with clarity.
* Prepare for, and attend supervision sessions, staff meetings and events and make use of all available training and developmental opportunities, modelling good practice and setting expectations for others.
* Contribute to the evaluation and developments of services and new ideas by sharing knowledge about theory, skills and practice with other social care staff, professional groups and interested bodies. Provide a professional steer for colleagues and other partners in situations of high complexity.
* Develop and provide a training resource for social workers, support staff and carers.
* Take responsibility, and be accountable for, the development and practice of others, by mentoring newly qualified social workers, assessing student in practice placements and facilitating the learning and continued professional development of colleagues. Provide reflective practice teaching opportunities by creating a learning environment within the team.
* Provide support, and delegate for, the Practice Manager as required. Offer constructive challenge to enhance service provision and promote innovation.
* Undertake day-to-day supervision of staff to ensure that they are supported, that reflective practice takes place and that development opportunities are identified.
* Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job.
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| About You |
| * BA in Social Work or equivalent and Registered with Social Work England.
* Worked through a programme of post qualification professional development and have achieved equivalent CPD accreditation and/or Qualified and practicing Approved Mental Health Professional.
* Practice-based experience in one or more of the following fields: Older People/Adults with Learning Difficulties/Physical and Sensory Disabilities/Rehabilitation Service
* Completing assessments and devising care packages and understanding of strengths-based approaches.
* Application of person-centered support planning, with an outcome focused approach.
* Work independently with complex needs and Maintenance of specialist professional knowledge and skills.
* Knowledge of current initiatives and developments in services for adults (locally and nationally)
* Knowledge of relevant legislation and national policies such as the Care Act, Mental Capacity Act, Mental Health Act and Code of Practice and human rights and equality statute.
* Experience in the application of personalized approaches to safeguarding adults.
* Able to organize own workload, be flexible and innovative and work in a multi-disciplinary environment.
* Clear record keeping and report writing including use of social care IT solutions.
* Active involvement in supervision, critical reflection and analysis.
* Awareness of Equality and Equal Opportunities and the ability to demonstrate this within a work environment and challenge discrimination.
* Work to promote the best interest of the adult and their family/carers and prioritize customer care.

As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. |
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