

**ABERDEEN CITY COUNCIL**  
**JOB PROFILE**

<b>1 Job Details</b>	
Job Title:	Social Worker
Job Profile No:	
Directorate:	Education and Children's Services
Service:	Children's Social Work
Grade:	G13
Version Date:	April 2015

<b>2 Job Purpose</b>
Provide a high quality systemic social work service within a social work unit or team to respond to the needs of children and their families in a timely manner and within statutory guidelines. Be accountable for work undertaken with children and families, which includes assessing needs, planning and delivering focused interventions to safeguard children and developing plans to promote positive outcomes.

<b>3 Reporting Relationships</b>
<div style="text-align: center;"> Service Manager     Consultant Social Worker/Team Manager     Social Worker </div>

<b>4 Outcomes</b>
<p><b>The post holder will be expected to:</b></p> <ul style="list-style-type: none"> <li>• Deliver high quality social work practice on child protection cases within the Unit as directed by the CSW and in line with the principles of GIRFEC. To plan work activities taking into account the needs to prioritise tasks, meet statutory requirements to ensure best outcomes for children and their families.</li> <li>• Work with families, undertake assessments and observations and gather information from children, families and other agencies. To analyse, summarise and evaluate this information to provide a holistic assessment of a child's and his/her family's needs in line with statutory guidance</li> <li>• Work closely with other members of the Social Work Unit to discuss and hypothesise in order to devise a clear action plan and implement clinical interventions with children and their families, in their homes.</li> <li>• Have knowledge and understanding of a range of systemic interventions and methodologies, and commitment to systemic approaches.</li> <li>• Work with other agencies on project and service developments which promote an integrated approach and multi-disciplinary working to promote positive outcomes for children and their families</li> </ul>

<b>5 Knowledge</b>
<p><b>The post holder needs to be able to demonstrate an understanding or experience of:</b></p> <ul style="list-style-type: none"> <li>• Legal frameworks and the Local Authority's statutory responsibilities relevant</li> </ul>

to the service area.

- National and local practice, policy, procedure and legislation relevant to the post
- Childcare legislation, statutory guidance and Child Protection Procedures
- Statutory frameworks and guidance for children's social work
- Child development, parenting capacity, environmental factors and risk and protective factors.
- The roles and responsibilities of key agencies including their statutory responsibilities
- A range of systemic interventions and methodologies and commitment to use systemic approaches.
- Social work with families whilst minimising the impact of conflict
- Issues relating to equal opportunities and communities from different racial, economic, social and cultural backgrounds

## **6 Job specific skills and competencies**

**The post holder is expected to demonstrate:**

- A Commitment to the principles of the Social Work Unit model
- The ability to assess and balance risk and protective factors within a child protection framework
- The ability to assess needs, formulate and implement effective social work interventions
- The ability to prioritise tasks, manage own workload and be accountable for quality case work with children and families to achieve positive outcomes
- The ability to communicate effectively both verbally and in writing and build rapport with a range of individuals including children and families and other professionals
- The ability to negotiate effectively to reach a resolution and successfully implementing change
- The ability to deal with complex issues in a sensitive and appropriate manner
- The ability to use information management systems to maintain accurate management information and high quality data
- Ability to analyse and evaluate complex information to produce high quality concise reports to inform quality casework and business decisions
- The ability to provide social work interventions to children and families and present concise reports about complex information as required to internal, external audiences including presenting in Court
- Ability to use research findings and statutory guidance to inform social work practice

## **7 Organisational Behaviours**

**The post holder is expected to display the following behaviours:**

### **Creativity and innovation**

- Finding different ways of thinking and doing

### **Motivating and inspiring others**

- Supporting others to be the best they can be

### **Empowering others**

- Enabling people to develop and use their leadership capacity

#### **Self leadership**

- Recognising, exercising and improving your own leadership

#### **Vision**

- Positive plans for the way ahead

#### **Collaborating and influencing**

- Leading in partnership and taking others with you
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### **8 Requirements of the Job**

#### **The post holder needs to hold as a minimum:**

- BA Social Work qualification or equivalent DipSW, CQSW
- SSSC Registration
- PVG

#### **The post holder will be expected to:**

- participate in responding to unplanned calls or events within the Unit and the Partner Unit

### **9 Development**

#### **The post holder must have undertaken or be committed to undertaking the following within a specified period:**

- Adult Support and Protection training up to level 4 (Council Officer)
- Training in relevant legislation to meet the requirements of the post
- Carefirst
- Health and Safety training relevant to the role; violence and aggression, and infection control
- Online interactive learning, including; For Your Eyes Only (ICT security), Protecting Children, Adult Protection, Data Protection
- Training that is appropriate to the role, including CPD