



# Pathway Advisor

Service	Reporting to	Location	Grade	Hours
Childrens Services	Practice Manager	Various	3B – 4A	36 hours

## About the role

- To carry out the responsibilities and duties for Care Leavers in line with the Children (Leaving Care) Act 2000 and 1989 Children Act.
- To work with young people to ensure that their views and wishes are considered when developing Pathway Plans.
- You will work directly with young people using a range of knowledge, skills and interventions as required, in accordance with statutory responsibilities to secure positive outcomes for young people.
- To work with Unaccompanied Asylum-seeking Children in line with Home Office guidance and adopting triple planning within the pathway plan.
- To maintain regular contact with young people as required by the Children Act 1989 and Children (Leaving Care) Act, 2000.
- To promote the involvement of young people in all aspects of service delivery and pathway planning.
- To support transitional plans and move young people into their new properties
- To contribute and participate in the delivery of a duty system within the service.
- You will effectively manage a caseload, with varying degrees of complexity dependent upon skills and length of experience, with appropriate supervision, guidance and support.
- You will work in accordance with national and local policies and procedures, and use the law, regulatory and statutory guidance to inform practice decisions.
- You will prepare and producing a variety of high quality professional written documentation to required quality standards on behalf of the City Council.
- You will work with partner agencies and represent the Council at a range of meetings and reviews as required. You will secure access to services, negotiating and challenging other professionals and organisations to provide the help required.

Job code:  
Job score:  
Date of evaluation:

#HappytoTalkFlexible



## Key outcomes

---

- You will work directly with young people using a range of knowledge, skills and interventions as required, in accordance with statutory responsibilities to secure positive outcomes for young people.
- You will understand the vast vulnerabilities and complex needs of families and young people and ability to signpost to the most appropriate services.
- You will have the ability to build professional, trusted partnerships with families and young people and be able to assess complex needs, to support a comprehensive SMART plan.
- You will have detailed understanding of current legislation and policy regarding safeguarding and promoting the best outcomes for Care Leavers
- You will have experience of working within a multi-agency/multi-disciplinary team with excellent ability to initiate and maintain good working relationships with partner agencies.
- Demonstrate high level of influencing and negotiation skills and ability to track progress of interventions, evaluate outcomes and assess impact. Be confident and assertive and be able to challenge colleagues and partners when necessary.
- You will have good time management skills and be able to plan, organise and prioritise workloads, have good recording skills and ability to keep accurate records.
- You act with high levels of personal accountability, respond positively to change and demonstrates a commitment to ongoing personal and professional development
- You will have excellent IT, written and verbal communication skills.
- You will have skills and qualities to communicate effectively with young people to ensure their voice is heard.

# What we need from you

---

- Possession of a recognised Social Work qualification and current registration with the professional regulatory body
- Evidence that you have a clear understanding of the Social Worker role and relevant legislation, and understand the concept of integrated working, supporting colleagues to achieve a shared purpose.
- Significant experience of working with young people aged 14+
- Knowledge and understanding of the Children Leaving Care Act 2000 and Childrens Act 1989
- Experience of working with young people and/ or complex safeguarding. Personal and professional commitment to ensure positive outcomes for young people in Salford
- Ability to communicate equally, appropriately and effectively with a wide range of individuals and groups across all sectors and levels of society. Ability to maintain accurate records and to communicate complex information clearly and concisely both verbally and in written form.
- Ability to assess a young person's needs and write a comprehensive report, which reflects the young person's needs
- Be able to demonstrate evidence of good assessment practice using analytical skills
- Ability to respond to immediate problems of a complex nature with associated risk factors and deliver immediate solutions sometimes under pressure
- You must clearly evidence your ability to develop effective relationships with partner agencies and effective engagement skills to work with their carer's, families, and partner agencies
- Ability to organise own time effectively, prioritising, preparing in advance and setting realistic timescales. Ability to maintain focus and objectivity under pressure and skill in managing and maintaining a complex workload.
- Knowledge of education, training, and employment opportunities available to young people aged 16+
- Ability to think creatively and take an active role in team and service development. Personal commitment to supervision, reflective practice and self development.
- Knowledge/experience of welfare rights, DWP and Connexions.
- Experience and knowledge of child protection/safeguarding procedures
- Experience of engaging, negotiating, and advocating for vulnerable young people
- Willingness to flexibly work outside of office hours as required by the needs of the service. You will also contribute to the team duty service on a rota basis with team members
- Ability to use IT systems to retrieve, record and update information and willingness to learn to use new systems

- To assist in transitional planning and move young people into their new tenancies.
- This post requires you to travel within the city on a regular basis. You must have a driving licence valid in the UK or satisfy the council that you can make acceptable alternative arrangements

## What we can offer you

---

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during your work.

### Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

### Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

## A digital organisation

### Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

### Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

## Our organisation's values

---

**We have four values: Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

## Our values



**Pride**

**Passion**

**People**

**Personal responsibility**

## Application guidance

---

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.