

Advanced Social Work Practitioner – Neighbourhood Social Work Team

Service	Reporting to	Location	Grade
Adult Social Care	Team Manager	Swinton Civic Centre	4C

About the role

We are seeking an Advanced Social Work Practitioner to join one of our dedicated Neighbourhood Teams. You will provide expert social work support to adults aged over 18, champion person-centred practice, manage complex cases, provide positive leadership to the team, support the Team Manager and support the development of excellent professional standards across the team.

We are looking for a motivated practitioner with strong assessment, safeguarding, and partnership-working skills, who is committed to promoting independence, choice and positive outcomes for individuals and their families.

Job Summary and Main purpose of the job:

To provide positive leadership, management, support, and advice to adult social care staff.

- To provide a person centred, statutory social work service for the most vulnerable adults and their carers in accordance with local and national policies and procedures.
- To lead on and participate in the development and implementation of integrated, multi-disciplinary working within Adult Social Care.
- To chair section 42 enquiries and promote Making Safeguarding Personal by focusing on people's desired outcomes.
- To lead on complex safeguarding enquiries through the effective management of risk and the recording and sharing of information.
- To promote a strength's-based approach to meet the individual needs of people with lived experience through effective community led support.
- To lead and promote the effective development of the team.
- To carry out activities under the direction of a Team Manager.

Key Role and Responsibilities:

Assist the team manager in ensuring the delivery of effective services for adults through the promotion of high standards of practice in assessment and care planning.

Lead and manage the team in the absence of the team manager.

Chair safeguarding, best Interests, professionals and MDT meetings.

Provide supervision, coaching and mentoring to individual staff members under the direction of the team manager.

Be responsible for carrying out social work duties in accordance with The Care Act 2014.

Lead on the most complex work requiring the highest levels of skills, knowledge, and professional expertise.

Take a lead role in the development of staff and support students in the Practice Educator role, support newly qualified social workers and social work apprentices.

Encourage and promote critical reflection, professional curiosity, and research to facilitate social work that is up to date with best practice guidance.

To continually develop and support with the induction of new starters.

Develop and motivate staff by identifying learning opportunities and offering individual support and guidance on a day-to-day basis.

Maintain the provision of a high-quality service by reviewing working practices to ensure these remain effective and in line with strategic direction alongside the team manager.

Lead a culture of well-being within the team by promoting healthy and safe working practices, managing time and workload, identifying signs of stress in self and others, and taking appropriate action.

Ensure the timely allocation and closure of work from the waiting list and on duty.

Authorise work and promote high standards of written documentation on the team ensuring legal literacy, strengths-based language and that decisions are evidenced clearly.

Promote and embed the principals of The Mental Capacity Act 2005 throughout all work on the team.

To facilitate learning on the team, promoting the value of mandatory and job essential training for staff.

Lead on group work and peer support within the team to foster a culture of continuous improvement.

Maintain an awareness of changing policy, political and professional contexts at local and national level and take account of these in the workplace.

Explore, identify, and communicate to leaders how organisational practice can improve to support better social work practice and outcomes.

Demonstrate and promote social work and our organisational values. Carry out all duties with full regard to the relevant policies and procedures.

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Key outcomes

- List what will be achieved by the role-holder through the responsibilities listed above. Think about outcomes at various levels: team, department, directorate, organisation, city.

What we need from you

- To model and demonstrate our values and behaviours.
- List all other skills needed for the role, with a focus on soft-skills and transferrable skills. List any specific experience needed but only if essential. List any qualifications needed for the role.

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 the course of 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](https://www.instituteforapprenticeships.org/) 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.

Role details

Completed by:

Date:

Job code:

Job score:

Date of evaluation: