



<b>Title</b> <i>Social Worker Post, AEM</i>	<b>Department</b> <i>Children, Families and Cultural Services</i>	<b>Post Ref.</b>
<p><b>Job Purpose</b></p> <p>This is an excellent opportunity to join the newly formed Regional Adoption Agency, <b>Adoption East Midlands</b>, and to make a positive contribution to supporting children and young people and their families on their adoption journey. We are looking for suitably qualified and experienced HCPC registered social workers who have at least 3 years post qualifying experience, with excellent interpersonal and assessment skills. You will need to evidence an awareness and understanding of the lifelong nature of adoption; the skills and attributes required to adopt as well as the on-going need for post adoption support services to adoptive families caring for children with complex needs. The post requires the post holder to organise and manage their workload independently, under supervision of the Team Manager.</p>		
<p><b>Key Responsibilities</b></p> <ul style="list-style-type: none"><li>- To play a key role in meeting the aims and objectives of the Agency which include ensuring children are placed in a loving and secure family, who are supported to adoption order and beyond.</li><li>- To develop and maintain a detailed and current knowledge of attachment, developmental trauma and therapeutic parenting and the impact of this through the life course for adopted children and their families</li><li>- To carry out comprehensive assessments where there is a request for adoption services</li><li>- To undertake direct work and training with prospective and adoptive parents, children or family groups where this is identified as appropriate.</li><li>- To undertake a liaison role with other agencies where appropriate to inform assessments and clarify access to</li></ul>	<p><b>Key Accountabilities</b></p> <ul style="list-style-type: none"><li>- Maintain a current and up to date understanding of safeguarding and a practical commitment to ensuring this is always at the forefront of practice</li><li>- Maintaining an up to date understanding of and compliance with legislation and departmental policies &amp; procedures</li><li>- Work in accordance with the Nottinghamshire County Council Code of Conduct and the Health and Care Professionals Council (HCPC) Code of Practice</li><li>- Ensure adequate and timely records are maintained as required by policy and good practice, and that in so doing, data protection is observed and maintained</li><li>- Operate as an effective member of the Team including in the delivery of and participation in team activities including team meetings, case discussions and quality audits, and</li></ul>	

<p>services appropriate for children and their families</p> <ul style="list-style-type: none"> <li>- To signpost requests for services that will be more appropriately met by other agencies e.g. health, education</li> <li>- To be knowledgeable of and support families to access appropriate therapeutic services via the Adoption Support Fund</li> <li>- To consult with and identify the training needs of prospective and adoptive parents and support the delivery of training programmes to meet this need both pre and post order.</li> <li>- To participate in the Adoption Team duty rota as required</li> </ul>	<p>any ongoing review of team work.</p> <ul style="list-style-type: none"> <li>- Provide a commitment to attending and pro-actively engaging in monthly supervision to enable a reflection on case work and a commitment to completing planned support in a timely fashion</li> <li>- Demonstrate a commitment to Continual Professional Development in line with HCPC regulations and requirements</li> </ul>
<p><b>The post holder will perform any duty or task that is appropriate for the role described</b></p>	

<p><b><i>Person Specification</i></b></p>	
<p><b><i>Education and Knowledge</i></b></p> <ul style="list-style-type: none"> <li>- BA in Social Work or equivalent Social work Qualification</li> <li>- Registered with the Health Care Professionals Council</li> </ul>	<p><b><i>Personal skills and general competencies</i></b></p> <ul style="list-style-type: none"> <li>- A high level of personal drive and commitment to excellent customer care and the ability to set an example for other staff</li> </ul>

Tier 7 – Experienced / Professional Staff

- Willingness and ability to obtain and/or enhance qualifications and/or training for development in the post
- An up to date understanding of the legislative, procedural and research base underpinning adoption social work with children and families would be desirable together with a knowledge of issues prevalent in adoption cases post order
- An ability to apply knowledge of legislation, research and policy to the practice of adoption social work with children and families
- An understanding of diversity issues and their relevance to social work practice
- A knowledge of the regionalisation agenda and the ability to contribute to the plans for service development within Adoption East Midlands
- Full driving licence (unless disability precludes driving)

***Experience***

- Minimum of 3 years' experience of statutory social work with children and families including experience of direct work with children and families.
- Experience of multi-agency working, either in the statutory or voluntary sector.

- Strong interpersonal skills to gain the agreement and acceptance of others including colleagues, senior managers and customers.
- Ability to make decisions and solve problems to meet operational targets, involving devising solutions and prioritising the resources available
- Ability to meet agreed objectives and delivery targets by the effective application of resources, as well as the ability to organise and prioritise own work, utilising appropriate administrative skills.
- Ability to work as part of a team and able to demonstrate a willingness to work co-operatively and flexibly to collectively meet operational targets
- Strong assessment and analytical skills with evidence of working on own initiative and ability to make clear, well evidenced recommendations to promote effective decision making.
- Ability to work anti-oppressively and promote anti-oppressive practice
- Well-developed skills in the use of Information Technology
- Excellent written skills providing the ability to produce professional reports which clearly articulate and evidence issues for children and young people, as well as prospective adopters

- Experience of assessment and planning to meet the needs of children and their families.
- Experience of working in a team.
- Experience of working to deadlines and ability to work in a high-pressure environment.
- Experience of adoption work would be desirable but not essential.

***Role Dimensions***

**Core area/s of responsibility (inc. teams, services & functions)**

- Working in the social work team in Adoption East Midlands, a Regional Adoption Agency
- Delivering adoption services to four Local Authorities (Nottinghamshire, Nottingham City, Derbyshire and Derby City)
- This Job Description is in relation to Social Worker appointments across AEM. Detailed responsibilities will vary dependant on Team within AEM

**Financial Responsibility** - None

**Direct Reports** - None

*Please attach a structure chart*

Date: June 2019

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