

## **Job Description**

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|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>DIRECTORATE:</b>    | Social Services & Wellbeing                                                                                                                       |
| <b>DEPARTMENT:</b>     | Adult Social Care / Integrated Community Services – Community Resource Team / Early Intervention and Prevention Hub and Hospital Social Work Team |
| <b>POST:</b>           | Consultant Social Worker – Early Intervention and Prevention Hub                                                                                  |
| <b>GRADE OF POST:</b>  | GR13                                                                                                                                              |
| <b>RESPONSIBLE TO:</b> | Early Intervention and Prevention Hub Team Manager                                                                                                |

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### **JOB PURPOSE:**

Working at the forefront of best practice, the post requires an advanced, highly skilled practitioner who has a demonstrable track record of building productive relationships with adult individuals, carers and partner agencies.

To contribute to service planning and service improvement, provide expert advice on excellent social work practice and promote BCBC Adult Social Care as a learning organisation.

The role will require the post holder to conduct appropriate research to ensure that evidence-enriched interventions underpin social work practice; disseminating best outcomes and promoting innovatory, efficient and effective social work.

The role will also ensure the delivery of proportionate, initial, time specific, strengths based, outcome focused assessments, enabling individuals to maximise their independence through a preventative approach and building resilience, where appropriate.

To inspire others to deliver outstanding social work practice, by leading and promoting the delivery of the highest level of practice skills and developments, through the ability to inspire and mentor the team.

To actively promote our 'Strengths-Based Model of Practice-Working to Achieve Outcomes'.

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## **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- To lead on promoting the professional development of colleagues, including planning, coordinating and delivering team practice development and group supervision (e.g. action learning sets).
- To undertake research and development activity to inform practice, policy and lead on delegated projects. To contribute to the development of the service through auditing of practice and regular reviews of performance targets and standards.
- To embed learning from research and development activities, based on training needs analysis, to be delivered through action learning sets.
- Have responsibility for a highly complex caseload undertaking assessments, developing directed plans of care and support with individuals and their carers. Collaborate with other relevant professionals that are aligned to the service, enabling individuals to achieve aspirations and 'what matters'.
- In conjunction with the Early Intervention and Prevention Hub Team Manager, be responsible for ensuring the delivery of high-quality, proportionate, strengths-based assessments of an individual's goals and needs, identifying risks to independence of the individual and their carers.
- Ensuring that information, advice, assessment, and decision making is strengths based, outcome focused and aligned to promoting independence for individuals directed aspirations. Delivering high quality information, advice and assessments with individuals, their families, and carers.
- To maintain up to date knowledge of legislation, national policy, and emerging research in social work practice, disseminating changes and developments to colleagues.
- To deliver training in key areas to improve practice across the service, contributing to the development of a skilled and confident workforce.
- To exercise advanced decision making in social work practice and be able to offer evidence-informed advice on a range of issues emerging within the service and impacting on social work practice.
- To promote constructive challenge, facilitate change and innovation to introduce new ways of working that ensure the delivery of high quality, expert social work practice.
- To work to deadlines involving frequently changing circumstances and conflicting priorities.
- To act as an expert practice lead in areas such as NHS Continuing Health Care, Deprivation of Liberty, Court of Protection and court proceedings. To share specialist detailed knowledge in a diverse range of disciplines such as neurodiversity, chronic progressive and long term life limiting illness and sudden onset impairment as a consequence of trauma.

- To act as a practice educator or willingness to undertake the appropriate qualification to do so. To deliver a high standard of personalised coaching and mentoring to support the advancing of excellent social work practice.
- To lead in Quality Assurance processes and mechanisms which measure quality in service delivery and meet inspection, regulatory and statutory requirements.
- Managing and be responsible for the resources of the Directorate and Health Board as delegated and required, with a high level of expertise relating to the NHS Continuing Health Care procedures and criteria.
- Maintaining up to date recording on the electronic files, and relevant documents as required by the Directorate and Health Board to deliver good standards for practice.
- Being responsible for own performance against agreed national health and social care targets.
- Preparing for and participate in supervision and personal development reviews with line manager, and identify personal development and training needs to maintain registration.
- To adhere to the All Wales Safeguarding procedures.

## **GENERAL DUTIES**

### **Health and Safety**

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

### **Equal Opportunities**

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

### **Safeguarding**

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or IAA and Safeguarding Team.

### **Review and Right to Vary**

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

## **CRIMINAL RECORDS CHECK**

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

**Person Specification**  
**Consultant Social Worker – Early Intervention & Prevention Hub**

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

| Attributes                                      | Requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Essential | Method of Evaluation/ Testing                                           |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------------------------------------------------------------------------|
| <b>Qualifications, Education &amp; Training</b> | <ul style="list-style-type: none"> <li>A recognised Social Work qualification e.g CQSW, DipSW, BA honours in SW.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Yes       | Production of original Qualification Certificates and application form. |
|                                                 | <ul style="list-style-type: none"> <li>Evidence of CPD/Post qualifying training.</li> <li>Registration with Social Care Wales.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes       |                                                                         |
| <b>Knowledge &amp; Experience</b>               | <ul style="list-style-type: none"> <li>At least 3 years post qualification experience of managing a complex, multi-faceted caseload.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes       | Interview, application form, and selection process.                     |
|                                                 | <ul style="list-style-type: none"> <li>Commitment to effective multidisciplinary, integrated approaches to working.</li> <li>Knowledge and experience of working with wide ranging, complex needs.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                      | Yes       |                                                                         |
|                                                 | <ul style="list-style-type: none"> <li>Knowledge of current policy, statutory guidance and the Law as it is applied and affects people in the delivery of Social Care &amp; Health Services, (including the principles of the Social Services and Wellbeing (Wales) Act 2014, the Integrated Assessment Framework and NHS Continuing Health Care).</li> <li>Experience of practice educating/ supervising/ mentoring and/or managing staff.</li> <li>Experience of working in partnership with statutory/voluntary/ community organisations to promote the independence of individuals.</li> </ul> | Yes       |                                                                         |

| Attributes                                    | Requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Essential                                               | Method of Evaluation/ Testing                       |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------|
| <b>Knowledge &amp; Experience (continued)</b> | <ul style="list-style-type: none"> <li>An understanding of the principles of citizen directed support.</li> <li>An understanding of the equality duty of public bodies.</li> <li>Excellent knowledge of theories, frameworks, practice models and research findings that inform effective social work practice.</li> <li>An understanding of the role of performance management and quality assurance in providing a high quality service.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>Yes</p> <p>Yes</p>                                   | Interview, application form, and selection process. |
| <b>Skills &amp; Personal Qualities</b>        | <ul style="list-style-type: none"> <li>A commitment to achieve the highest professional practice skills, through the ability to motivate, mentor and develop team members and colleagues.</li> <li>Ability to prioritise and take responsibility for workload management and performance.</li> <li>Ability to make professional judgements and demonstrate advanced evaluative skills, in order to provide informed professional advice to colleagues.</li> <li>Apply social work ethical principles to guide practice and manage complex ethical issues, dilemmas and conflicts.</li> <li>Ability to utilise IT systems to record and evidence work, undertaking any necessary training.</li> <li>Ability to work in a professional manner, representing the Directorate at a variety of internal and external meetings.</li> <li>A commitment to equalities and anti-discriminatory practice and ability to integrate equality policies into strategy and service delivery.</li> </ul> | <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes.</p> <p>Yes</p> | Interview, application form, and selection process. |



| Attributes                                         | Requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                | Essential              | Method of Evaluation/ Testing |
|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------------|
| <b>Skills &amp; Personal Qualities (continued)</b> | <ul style="list-style-type: none"> <li>• Ability to form constructive working relationships with colleagues and partner agencies, empowering them to support and deliver innovative ideas and new ways of working to achieve a common goal.</li> <li>• To work to the Code of Professional Practice for Social Care</li> <li>• You will be required to have your own vehicle.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul> | <p>Yes.</p> <p>Yes</p> |                               |