The Highland Council

Job Description

Service:	Health & Social Care **Section:** Children and Families
Job Title:	Social Worker
Grade and Salary:	HC09 £46,155.20- £49,959.00p.a. **Salary placing will normally be at the first point of the scale**
Location:	Inverness Central, Badenoch and Strathspey
Responsible to:	Practice Lead (Care and Protection)
Job Purpose:	▪ Provide a Social Work Service to children, families and other carers. This will include services to looked after children and those on the Child Protection Register. ▪ Provide such services as required as a member of a local Family Team, in the context of the Highland Practice Model. The Family Team is multi-disciplinary and provides universal and additional health, social care and child protection services.
Key Duties and Responsibilities:	▪ Work positively with colleagues to provide an integrated service to children and families. ▪ Undertake professional assessment of client need and the consideration of available options and resources. ▪ Provide care and protection interventions to children and families, fulfilling mandatory guidance and statutory requirements. ▪ Ensure the implementation of child plans, acting as lead professional when appropriate with children, carers and other partners to the plan. ▪ Maintain accurate records relating to work with service users including the input of information to the social work database in accordance with Highland Council Policy ▪ Prepare reports for the Children's Reporter, the courts and in relation to children who are looked after or on the child protection register, or any other reports as required. ▪ Attend and participate in child plan meetings, Children's Hearings, court hearings as required. ▪ Prepare for and participate fully in supervision with the appropriate Practice Lead (Care and Protection) ▪ Participation in multi-disciplinary team business and development meetings.
Other Duties:	▪ The post holder may be required to undertake any other duties appropriate to the level of the post. ▪ Duties and responsibilities will vary from time to time.
Health & Safety:	Health & Safety is an integral part of any role within the Highland Council. As such we would expect that all employees: • Be familiar with Violent Incident and Accident reporting procedures and comply with them. • Undertake a continual program of Risk Assessment in relation to their role within Highland Council

- Have an understanding of the importance of Health and Safety in the workplace and familiarise themselves with the Highland Council's Health & Safety Procedures.

Date: June 2026

The Highland Council

Person Specification

Service: Health & Social Care

Job Title: Social Worker (Family Team)

Essential Competencies

1. Registration with the Scottish Social Services Council on the 'Social Worker' part of the Register and as such hold a qualification that is recognised by the SSSC as being equivalent to the Diploma in Social Work (DipSW).

2. Experience of working with children and families.

3. Ability to work in partnership with children, families and other professionals.

4. Ability to follow and implement legal and procedural requirements.

5. Good verbal and written communication skills.

6. Interviewing skills.

7. Skills in assessment, analysis and intervention, in planned and in emergency circumstances.

8. Counselling skills.

9. Knowledge of range of services and resources available.

10. Ability to work in an imaginative and creative way.

11. Ability to work as a member of a team.

12. IT skills.

13. You will be expected to travel efficiently and effectively between various work locations within Highland to meet the operational requirements of the Service.