Aberdeenshire COUNCIL **Job Profile**

March 2026

| 1. JOB IDENTITY | | | |
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| **Post Title:** | Social Worker (Residential Child Care) | **Service:** | Education & Children's Services |
| **Section:** | Social Work | **Grade:** | Practitioner K |
| **Reports to:** | Team Manager (OIC) | | |

## 2. JOB PURPOSE

Provision of quality physical and emotional care to children and young people in residential homes, utilising evidence and research based assessment and intervention tools.

To work within The Promise, ensuring practice is grounded in love, relationships, compassion, rights-based care, and healing environments.

There is a responsibility for the post holder to demonstrate a commitment to quality service delivery through continuous improvement for the benefit of the Service and the organisation

## 3. CORE RESPONSIBILITIES / DUTIES

- Take a lead role in a team in meeting the needs of residents, including liaising with fieldwork staff, support workers, teachers and employers
- Take a lead role in key practice areas
- Implement individual care plans for specific young people in co-operation with their family and other professionals.
- Form professional relationships with young people, their families, fieldworkers, peers, teachers, employer and other community services.
- Observe and assess the behaviour of children and young people
- Write reports and assessments for reviews and Children's Hearings and maintaining case records
- Contribute to the planning, monitoring and evaluating of service delivery to meet residents requirements
- Contribute to service development and the implementation of change in services and systems
- Supervision and link working with Social Work Students (SWIT)
- Represent residential services as a strategic level

Agreed

## 4. QUALIFICATIONS AND TRAINING

**Essential:**

- Dip SW or equivalent professional qualification in Social Work
- On appointment all Newly Qualified Social Workers will be required to attend Aberdeenshire Council's Mandatory Newly Qualified Social Work programme as well as present their Individual Learning Plan (ILP) to the Line Manager.
- All Social Workers must be registered with the SSSC before being appointed.
- Full valid driving licence

**Desirable:**

- Child Care Theory
- Post qualifying Child Protection Training

## 5. EXPERIENCE

**Essential:**

- Experience in group care
- Experience in child care
- Experience in child development
- Experience in inter disciplinary work
- Experience of formal report writing and assessment

**Desirable:**

- Experience of organisational change

## 6. KNOWLEDGE AND SKILLS

**Essential:**

- In-depth knowledge of child development
- In-depth knowledge of attachment theory
- Knowledge of group and family processes and dynamics
- Ability to work purposefully under pressure
- Ability to draft clear and concise reports for management and speak in support of these
- Understanding and knowledge of the Children's Act 1995, Children's Hearing Act (2011) and Children and Young People (Scotland) Act 2014
- Ability to work co-operatively with service users, external agencies and social work colleagues individually and as a team member
- Good verbal and written communication skills
- Resilience, flexibility and the ability to work purposefully under pressure

Agreed

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| | • Commitment to non-discriminatory practice<br>• Ability to work as part of a team<br>• Ability to travel within Aberdeenshire<br>• Knowledge of child-care legislation |
| **Desirable:** | • Understanding of abuse of abuse-related trauma and its application to practice<br>• Practice Learning Qualification |

| **7. ADDITIONAL REQUIREMENTS** | |
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| Driving Compliance | **Authorised Car User**<br>It is a material condition of employment for this post that the employee holds a current full driving licence and has a car available, whenever required, in order to undertake the full range of duties of the post. As such, the post is designated as an authorised car user and will be entitled to receive mileage payments.<br>The employee will also be required to produce their licence, on request, at periodic intervals.<br>Should the employee's driving licence be withdrawn, for whatever reason, it may be necessary to terminate the employee's appointment. |
| Politically Restricted | Not applicable to this post. |

Agreed