Aberdeenshire COUNCIL

Job Profile

Nov 2026

1. JOB IDENTITY

Post Title:	Family Support Worker	**Service:**	Health and Social Care Partnership
Section:	Drug & Alcohol Service	**Grade:**	Care H
Reports to:	Team Manager		

2. JOB PURPOSE

- Provide assistance and direct support to families/carers and children/young people in the community while working within the appropriate legislative framework and Aberdeenshire Councils procedures and guidance.
- Work in partnership with service users, carers, family members, third sector and multi agency partners to provide service users with holistic support.

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

- In line with the Getting it Right for Every Child (GIRFEC) framework undertake an assessment of need to create and agree a child's plan, in partnership with other professionals, children, families and Carers.
- Provide advice, guidance and support for children/young people, families and carers on a variety of wellbeing issues.
- Undertake holistic assessments of need and contribute towards formation of a Child's plans.
- Work collaboratively within a multi-disciplinary framework and community-based supports.
- Build and maintain effective relationships with children, families, carers and other professionals to support best outcomes.
- Assess service users under Social Care (Self Directed Support) (Scotland) (Act) 2013 and Children's (Scotland) Act.
- Commission care packages for children in need as required, including under Self Directed Support.
- Calculate a personalised budget using the indicative budge calculator and engage with service users to create a support plan within their personal budget.
- Regularly review and monitor the care and support provided to ensure that agreed outcomes are being met. Carry out re-assessment when required.
- Maintain accurate and comprehensive recording on CareFirst and other systems.

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- Participate in service development and improvement activities as required.
- Attend child's plan meetings, looked after child reviews and child protection planning meetings and carry out agreed actions appropriate to the role.
- Contribute to continuous professional development and service improvements through participation in supervision, training, meetings and other forums.

4. QUALIFICATIONS AND TRAINING

Essential:
- Educated to HNC level in a relevant field or equivalent transferable experience and skills
- Current valid driving licence

Desirable:
- Relevant training and qualifications

5. EXPERIENCE

Essential:
- Proven experience of working with children/young people and families/carers.
- Ability to manage challenging situations in an appropriate manner
- Experience of working with a range of different people with varying needs
- Experience of supporting families/carers to identify and work towards their own goals
- Experience of multi-disciplinary working

Desirable:
- Experience working across sectors
- Experience using Microsoft Office packages to a proficient standard

6. KNOWLEDGE AND SKILLS

Essential:
- Knowledge of child development, attachment, and trauma informed practice
- A commitment to working practices that align with the principles of trauma informed practice: safety, trust, choice, collaboration, empowerment
- Direct work with and support to children and their families/carers
- Excellent communication skills, written, verbal and electronic
- Good organisational skills
- Ability to travel within Aberdeenshire, transporting children and families where appropriate
- Ability to work purposefully and prioritise under pressure
- Ability to work on own initiative and as a member of a team
- Ability to work flexible hours

Desirable:
- Experience of effectively contributing and working within innovative partnership environments

7. ADDITIONAL REQUIREMENTS

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Driving Compliance	Authorised Car User 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. The employee will also be required to produce their licence, on request, at periodic intervals. 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

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