Aberdeenshire Health & Social Care Partnership

Job Profile July 2024

1. JOB IDENTITY

Post Title:	Social Worker	**Service:**	Health & Social Care
Section:	Various	**Grade:**	Practitioner K
Reports to:	Team Manager		

2. JOB PURPOSE

- Provide a professional social work service to adults in Aberdeenshire, by undertaking a full range of social work duties and working collaboratively with clients who have complex needs to formulate support plans that maximise abilities, enable individuals to make choices and to work towards their identified goals, whilst identifying and minimising vulnerability and risks.
- Work in partnership with families and carers, relevant professionals, other agencies and the wider community whilst adhering to all applicable legislation and Aberdeenshire Council policies and procedures, including both statutory and non-statutory requirements

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

- Prepare plans to meet agreed assessed needs of individuals and negotiate the most effective ways of meeting those needs, and where applicable, making recommendations and decisions about the best course of action for a particular person or family
- Deliver structured programmes of intervention, through individual or group work as appropriate
- Undertake assessments of service user suitability for programmatic work
- Application of professional interviewing techniques, information gathering and therapeutic intervention directly with clients
- Collaborative work with other professionals in order to secure positive outcomes for clients
- Undertake financial assessments and budget related activities, where applicable
- Purchase of goods or services in accordance with financial procedures, where applicable
- Prepare, implement and review risk assessments which inform risk management plans
- Monitoring and reviewing of support plans, risk management plans and services
- Produce all relevant reports and maintain both electronic and written case and administrative records in accordance with statutory requirements and Aberdeenshire Council's policies procedures
- Input into the development of service strategy and policy

Agreed

4. QUALIFICATIONS AND TRAINING

Essential:

- BA Degree in Social Work, Diploma SW or equivalent qualification
- 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.
- Evidence of continuing professional development

Desirable:

- Specialist qualification in specific social work field
- Specialist training in a specific social work field

5. EXPERIENCE

Essential:

- Experience of working directly with service users, their families and carers.
- Experience of working in social work community-based settings
- Experience of working as part of a team and on own initiative

Desirable:

- Experience of working with a specific client group within a specialist field

6. KNOWLEDGE AND SKILLS

Essential:

- Knowledge of practice, policy, procedures and legislation relevant to the post with the capacity to absorb legal and procedural information
- A reflective practitioner who is able to continuously update their skills and knowledge
- Strong observation, analytical and listening skills
- The ability to negotiate, mediate and interpret information on behalf of service users
- Demonstrate resilience, flexibility and ability to work purposefully under high degree of pressure
- Team player, but able to work under own initiative with high degree of confidentiality and integrity
- Customer-focussed with excellent organisational, interpersonal, communication and negotiating skills with the ability to work to tight and often conflicting deadlines and secure positive outcomes
- Proficient in the use of Microsoft/IT packages
- Positive approach to change and innovation

Agreed

Desirable:	• Ability to use new approaches in line with innovation in their work area • Ability to devise training programmes and undertake training groups

7. ADDITIONAL REQUIREMENTS	
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
Work Smart	This position is designated as a **'Flexible'** post as detailed on the Worksmart website - **http://worksmart.aberdeenshire.gov.uk/**

Agreed