NORTH LANARKSHIRE COUNCIL
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Senior Social Worker Recruitment Pack

NLC 13 - £56,329 - £61,498

WE'RE MOTIVATED

ARE YOU?

JOIN A TEAM

THAT ACHIEVES GREAT THINGS

WORK HERE



It’s an ambitious time for the council, our residents, our businesses and the people who work here.

If you’re motivated, ambitious and driven by achievement, then come and join us. We want you to play a part in the regeneration and transformation of our towns and communities.
At North Lanarkshire Council, we’re full of energy and ideas to transform our towns and communities into vibrant places to live, work and visit. As Scotland’s fourth largest local authority, we’ve got lofty ambitions, bags of determination and we’re moving at a pace to generate real change in our communities and how we deliver services. We’re providing services that enhance lives, communities and experiences of over 341,000 people living in the area.

There’s a real story to tell about North Lanarkshire.
It’s a place that is growing, changing, developing and thriving. The scale of change is vast. And the rate of change is considerable.
However, we recognise that not everyone in North Lanarkshire is sharing equally in its successes.
Considerable challenges continue to exist, such as unacceptable levels of child deprivation, a growing demand on services such as health and social care and the visible and very real impact of inequity and inequalities on our communities.
The Plan for North Lanarkshire was agreed by all Community Planning Partners. It’s an ambitious strategy which, by working with our partners, residents and businesses, aims to completely transform towns and communities, to make them better, more inclusive and happier places to live.
The Plan is underpinned by five priorities and 25 ambition statements with the aim of inclusive growth and prosperity for all, to bring equal benefits and a fairer distribution of wealth. We measure our progress through 28 health check indicators which track changes and trends to demonstrate whether The Plan and the activities and projects under the Programme of Work, are making a difference.
A new five-year strategic investment programme is underway to improve the region’s physical and digital infrastructure and help create the right economic, social and community conditions that will enable businesses, local people and communities to thrive. It’s about providing whole-family support locally when they need it so people can lead healthier, safer and more independent lives and in a way that addresses the impact of poverty and reduces inequality. The new programme of work will deliver care, supports and council services that will improve the lives of local people and improve their life chances. Making them healthier, wealthier, happy and more resilient.

Our priorities are clear. We want to:

- Improve economic opportunities and outcomes
- Support all children and young people to realise their full potential
- Improve the health and wellbeing of our communities
- Enhance participation, capacity and empowerment across our communities
- Improve North Lanarkshire's resource base

We know that we can only achieve the outcomes to meet these priorities by working together and by being focused on solutions. North Lanarkshire Council is high-performing but we can do so much more.

We have bright and determined people working here, that believe in what we do. If that sounds like you, then read on.

In this pack you'll find more information about North Lanarkshire, the relevant job description and links to other useful documents.

To be successful you'll need to be innovative, determined and resilient. You'll be prepared to do what it takes to deliver our shared ambition to make North Lanarkshire the place to live, learn, work invest and visit.

If you have all these qualities, we look forward to connecting with you.

BENEFITS

- Attractive pension and avc option
- 27 days annual leave and six fixed public holidays, rising to 36 days in line with service
- Flexible working
- Buy and bank leave scheme
- Cycle to work scheme
- Green Car Scheme
- Childcare voucher scheme
- Relocation policy

ABOUT US

77	**Elected members**
21	**Wards**
33	**Scottish Labour Party councillors**
24	**Scottish National Party councillors**
5	**Scottish Conservative and Unionist councillors**
13	**Independent councillors**
1	**Scottish Greens councillor**
1	**British Unionist Party councillor**

Workforce

(Full-time permanent)

13,080

ABOUT NORTH LANARKSHIRE

Located in the very hub of the country with exceptional transport connections, we attract talent and business that has revolutionised North Lanarkshire into one of Scotland's fastest-growing economies (pre-pandemic).

We're Scotland's fourth largest council by population, covering around 181 square miles, stretching from Stepps to Harthill and from Cumbernauld to Wishaw. The council was formed in 1996 following local government reorganisation and includes the main towns of Airdrie, Bellshill, Coatbridge, Cumbernauld, Kilsyth, Motherwell, Shotts and Wishaw, interspersed with many villages and hamlets, including places like Moodiesburn and Stepps, along the Northern Corridor.

With a population of around 341,000 people, we have a wide range of age groups living in the area, as well as diverse communities with a range of religions and cultures. We're also brimming with ambition, have stacks of resolve and are moving at pace to effect real change in our communities and how we deliver services. The council is investing billions of pounds over the next ten years to help create jobs and generate close to £1bn for the local economy. Reducing inequalities is central to our vision for a brighter, better North Lanarkshire and we're investing in new schools and community facilities as well as doubling our affordable housing programme to build 6,000 modern homes by 2035.

Around £240million Glasgow City Region City Deal funding is helping to improve the road and rail transport network, create locations to attract business and industry that are relevant to our future economy, and maximise our greenspace for residents and visitors to enjoy. Embracing our shared vision for North Lanarkshire is crucial, particularly as we face challenges to make savings as local government budgets are reduced.

Being big and bold means attracting large international events to our area. We hosted the Glasgow 2018 European Sports Championships, showcasing our world-class venue in Strathclyde Country Park to a television audience of more than a billion people for the rowing and triathlon competitions, a role we fulfilled at the 2014 Commonwealth Games.

Creating modern, vibrant communities where people live, work and socialise is North Lanarkshire's shared ambition for the future.

£1104m revenue budget 2025/26

£660m capital budget 2028/29

£186m housing revenue 2026/27

£90m housing capital 2024/25

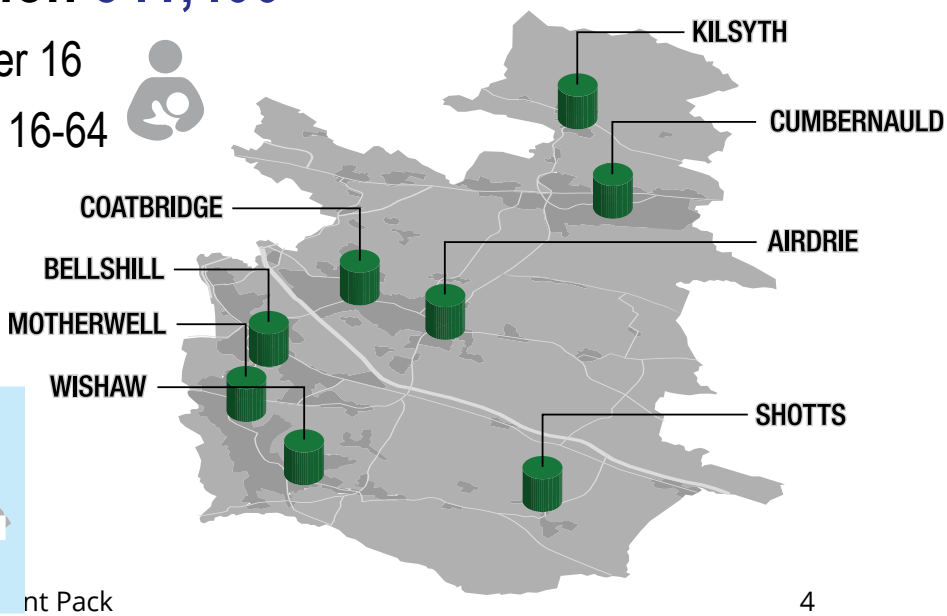
Population 341,400

17.7% under 16

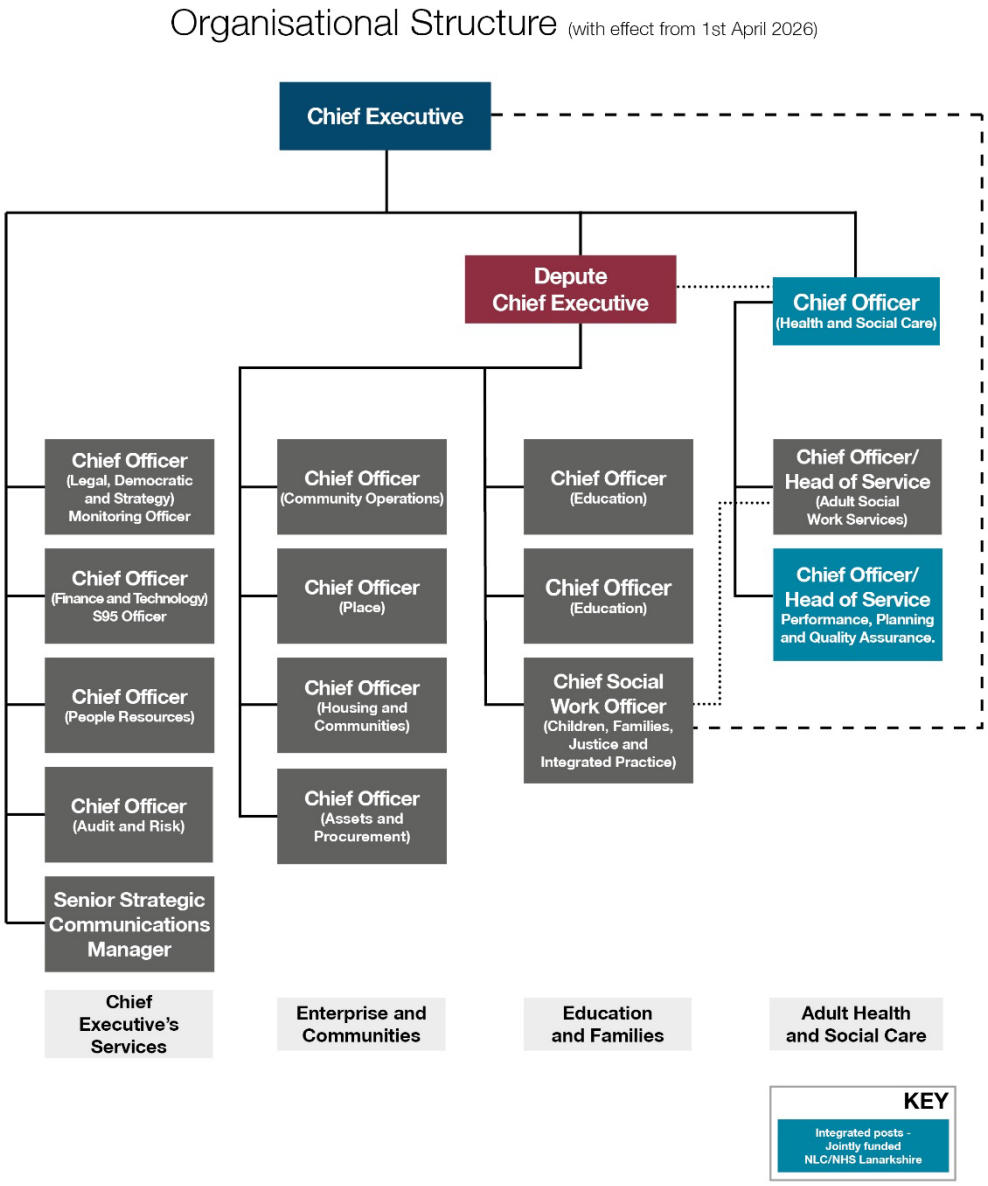
64.5% age 16-64

3.2% unemployment





Organisational Structure



THE ROLE

Senior Social Worker

Service: **Adult Health & Social Care**

Division: **Adult Social Work Services**

Job Title: **Senior Social Worker**

Responsible to: **Locality Social Work Manager**

Grade: **NLC13**

Conditions of Service: **SJC**

ROLE SUMMARY

1. To contribute to promotion of social work values and ethos as represented in the Changing Lives agenda.
2. To provide day to day operational management and leadership across designated service areas for an identified group of staff.
3. Ensure delivery of high quality services within their area of responsibility.
4. To work in partnership with other sections of the Service and Council and with other agencies.
5. To contribute within their field of responsibility to compliance with North Lanarkshire Council's corporate and Social Work's policies, services and strategies.
6. Contribute to general social work service delivery across care groups as a member of the locality management team.
7. Deputise for other managers as appropriate.

MAIN DUTIES AND RESPONSIBILITIES

Delivering quality services

1. Promote the principles of person centred practice in social work service delivery.
2. Support development and maintenance of best practice in the field of public protection through ensuring that staff are aware of and operate within organisational policy and procedure and national standards.
3. Report on specified areas of responsibility utilising the Social Work performance management framework.
4. Promote appropriate targeting of resources and the principle of minimum intervention through joint working with partners in universal services.
5. Support staff through promotion of staff development, monitoring implementation of the supervision policy and effective workload management.
6. Contribute to the effective implementation of operational and strategic plans for their area of service delivery, working with colleagues across the organisation and with partners in their locality.

Supporting sound governance and financial management

1. Exercise responsibility for local level service delivery decision making in compliance with necessary financial systems and procedures to effectively manage resources.
2. To exercise responsibility as delegated at the discretion of the Locality Social Work Manager for representing the Social Work service within the locality, in any management arrangements for jointly managed services.
3. Implement, manage and report on performance management using the Social Work performance management and devolved budgetary reporting frameworks.
4. Support establishment of effective complaint management and responses to elected member enquires within the locality.
5. Support the Community and Locality Social Work Manager in providing inputs to the service evaluation and review of the effectiveness and the resource implications of existing service plans and new initiatives.
6. To contribute to local stakeholder liaison and community planning agendas as directed by the Locality Social Work Manager.
7. Ensure adherence to corporate absence management, health and safety and equality and anti-discriminatory policies.

Leadership

1. Lead and motivate designated staff to ensure that a culture of effective service delivery and focus on quality of outcomes is established.
2. Lead on high quality induction programmes for new staff joining the service.
3. Review staff performance and identify training needs to support continuous development and succession planning using the service framework of Employee Development Plans.
4. Lead by example through demonstrating commitment to his / her own continuing professional development in accordance with Social Work CPD programmes.

5. Assume lead responsibility for specific themes as directed by the Locality Social Work Manager and provide consultation and professional development to colleagues on areas in which she / he has a specific qualification / expertise.

6. Lead the implementation within their area of responsibility of change management and service redesign programmes, including new practice requirements arising from reports from regulatory authorities eg SWIA, CJA, promoting staff participation and commitment.

7. Contribute to the growth of an open organisation culture which supports effective communication and learning.

8. Operationalise Social Work Changing Lives implementation plans within their area of responsibility, including the promotion of the exercise of appropriate professional autonomy in Social Work practice.

9. Identify opportunities for and support local development of initiatives in the area of service user consultation and participation in line with agreed Service frameworks.

Relationships

Build effective working relationships with:

1. Designated managers and other staff within their area of responsibility.

2. Senior colleagues on a Service wide basis.

3. Colleagues on an interagency basis.

4. Elected members and other relevant stakeholders.

5. Service users and carers.

This job outline is intended to indicate the broad range of responsibilities and requirements of the post. It is neither exhaustive nor exclusive but, while some variation can be expected in particular duties, the outline is considered to provide a reasonable general description of the post.

SPECIFICATION	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS/TRAINING			
CQSW/Dip SW or equivalent	**X**		Verification/Application Form/Interview
Registration with the Scottish Social Services Council (SSSC)	**X**		Verification/Application Form/Interview
A relevant post graduate or management qualification		**X**	Verification/Application Form/Interview
Evidence of CPD		**X**	Verification/Application Form/Interview
WORK EXPERIENCE			
Significant experience	**X**		Application Form/Interview
Experience of working within the relevant discipline	**X**		Application Form/Interview
Evidence of person centred approach to planning	**X**		Application Form/Interview
Track record of successful inter agency working	**X**		Application Form/Interview
Previous supervisory or management experience		**X**	Application Form/Interview
Experience in a local authority setting		**X**	Application Form/Interview
Experience of managing and developing services		**X**	Application Form/Interview
KNOWLEDGE/SKILL/ABILITY			
Knowledge of Social Work agenda, 21st Century Review and statutory framework	**X**		Application Form/Interview
Clear vision of future social work agenda	**X**		Application Form/Interview
Knowledge of risk assessment and risk management frameworks	**X**		Application Form/Interview
Excellent verbal and written skills	**X**		Application Form/Interview
Computer literate	**X**		Application Form/Interview

An ability to interpret policy and procedure and its practical application	**X**		Application Form/Interview
Evidence of leadership skills	**X**		Application Form/Interview
An ability to work under pressure	**X**		Application Form/Interview
Understanding of commissioning and purchase of support services		**X**	Application Form/Interview
Experience of managing and reviewing performance to achieve agreed objectives and timescales		**X**	Application Form/Interview
Demonstrate an ability in use of management information systems, budget management and personnel functions		**X**	Application Form/Interview
PERSONAL QUALITIES/ ATTRIBUTES			
Sound social work value base	**X**		Interview
Team player	**X**		Interview
Demonstrates personal and professional authority	**X**		Interview
Able to self motivate	**X**		Interview
Able to challenge appropriately	**X**		Interview
Strong organisation skills	**X**		Interview
OTHER			
Flexible to meet the exigencies of the service	**X**		Interview
Driving licence		**X**	Interview/Verification of Documentation
Satisfactory PVG scheme membership (Protected Adults & Children) (application will be processed by the Council for successful candidates and must be attained prior to commencing employment)	**X**		

USEFUL LINKS

In the documents below, you will find more information about the council, its priorities and its policies. You can also visit the council website at http://www.northlanarkshire.gov.uk to find out more about what we do and the communities and partners we work with.

We ASPIRE
- A Shared Ambition for North Lanarkshire

The Plan for North Lanarkshire

CONTACT DETAILS

For further information on the post, contact; Douglas Gray - 01698 346666

