



Derby City Council

## Job Description

### 1. POST DETAILS

Department: People Services	Grade: M
Division: Early Help & Children's Social Care	Post Reference No:
Section: Management	Date: March 2023
Job Title: Principal Social Worker for Adults and Children	

### 2. PURPOSE OF THE POST

- To lead, motivate and inspire social workers in Derby
- To support and develop arrangements for excellent social work practice
- To lead the development of excellent social workers
- To support effective social work supervision and decision making
- To support quality assurance and improvement of social work practice
- To advise the director of adult social services (DASS), director of children services (DCS) and/or wider council in complex or controversial cases and on developing case or other law relating to social work practice

### 3. SUPERVISORY RESPONSIBILITIES

<b>To Whom:</b>	Director of Early Help and Children's Social Care
<b>For Whom:</b>	Employees engaged to deliver the services and functions attached to this Service.

### 4. MAIN RESPONSIBILITIES

The principal social worker is responsible for working across both adult and children services. S/he will also be responsible for contributing to the realisation of change initiatives and leading change as it impacts on social work practice. S/he is responsible for ensuring the 'One Council/Team Derby' principle is a reality for their area of responsibility.

## **5. LEADERSHIP COMPETENCY FRAMEWORK**

A service manager at Derby City Council is required to demonstrate the behavioural competencies outlined in the Leadership Competency Framework.

The principal social worker is required to function at the strategic level of the Professional Capabilities Framework

## **6. CORE WORK AREAS**

- Positive and highly motivational leadership in both strategic and operational professional practice of social workers at all levels within Adult and Children's Social Care.
- Contribute to the development and implementation of improved systems and processes that support high quality social work practice.
- Work collaboratively with Adults and Childrens workforce development teams to achieve cultural and practice changes required to deliver a high-quality social work.
- Accountability of a team in line with the corporate direction, collaborating with Directors and Heads of Service to develop delivery strategies with a clear vision and direction at service level. Empowering employees that report to them to manage efficient and effective service delivery outcomes at the right pace.
- Influence and motivate others across the wider organisation to be at their best contributing to wider corporate delivery through collaboration with colleagues and partners.
- Horizon scans using insight and intelligence to advise service outcomes and delivery appropriately.
- Facilitates service thinking to enable Management Teams to deliver effectively

## **7. SERVICE SPECIFIC RESPONSIBILITIES**

- Raising the profile of the Social Work profession, ensuring that the unique role and value of social work in supporting people to achieve best outcomes is fully understood by practitioners and the Council's internal and external partners.
- Define what good social work practice looks like, identifying local areas of good practice and leading practice changes which will deliver the model of good practice across all areas.

- Create an open culture and suitable communication channels which enable frontline practitioners to inform the Senior Managers about practice concerns and how organisational systems and structures impact on the delivery of a high-quality social work service.
- Develop and implement suitable communication channels to ensure that social workers are supported to maintain their knowledge, skills and Continuous Professional Development.
- Develop and implement a framework and toolset which support good quality social work practice including, group and individual reflective supervision and peer support networks.
- Provide an active contribution to local, regional and national policy development by taking an active part in regional and national groups as necessary.
- Keep up to date with research developments and policy and practice changes.
- Provide an annual report on performance and achievements in social work practice

#### **8. FOR COMPLETION BY SUCCESSFUL CANDIDATE**

I acknowledge that I have received a copy of this job description and accept that the responsibilities of the post are as indicated

Signature \_\_\_\_\_ Date \_\_\_\_\_

Date updated: