

Senior Social Worker

Job Description

Directorate:	Adult and Community Services		
Service:	Adult Mental Health Social Care		
Location:	County Wide		
Salary range:	£39,235 - £44,711	Grade:	9
Reports to:	Service Manager	Staff responsible for:	Up to 6 Staff

Job purpose and scope

Senior Social Workers will play a key role in supporting Adult Mental Health Services by:

- Providing leadership and contributing to the effective management of Community Mental Health Teams.
- Delivering a strengths-based, outcome-focused assessment service for adults across Lancashire who are eligible for support.
- Working in close partnership with professionals and external agencies to fulfil statutory social care responsibilities. This includes identifying safeguarding concerns, addressing complex needs, promoting independence and informed choice, and supporting individuals to achieve their desired outcomes.

Performance Indicators

1. Effective Case Management

- Manages complex cases with sound professional judgment, ensuring timely interventions and positive outcomes for service users.

2. Leadership and Staff Development

- Provides high-quality supervision and support to team members, contributing to their professional growth and maintaining high practice standards.

3. Service Improvement and Partnership Working

- Actively contributes to service development, promotes best practice, and builds strong partnerships with internal and external stakeholders.

Accountabilities/Responsibilities

1. Case Management

Manage a reduced caseload, focusing on complex and high-risk cases. Caseloads will be regularly reviewed and agreed upon through supervision.

2. Staff Supervision and Development

Support the Team Manager by supervising staff and undertaking delegated responsibilities, including:

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- Acting as a Practice Assessor for student Social Workers working towards Stage 2 (or demonstrating a commitment to achieving the Practice Educator qualification).
- Supporting the induction and development of newly qualified staff during their Assessed and Supported Year in Employment (ASYE), and overseeing probation for all new team members.
- Supervising team members at Grades 6–8, as required by the service.

3. **Team Operations and Quality Assurance**

Assist the Team Manager in the effective day-to-day running of the team. This includes supporting the complaints process, promoting continuous improvement through case management and progression meetings, and maintaining accurate records on Oracle.

4. **Work Allocation and Financial Oversight**

Allocate work appropriately and approve financial agreements within the limits of the service's reasonable offer framework.

5. **Meeting Coordination and Legal Processes**

Chair and coordinate a variety of meetings relevant to the service area. Provide support with legal processes (e.g., court work, legal challenges), contribute to case conferences, and produce high-quality assessments and reports.

6. **Consultative Support**

Act as a point of professional consultation for complex cases, offering expert advice, guidance, and learning opportunities to colleagues.

7. **Service Development**

Contribute to the development and review of policies, procedures, and service improvements.

8. **Leadership and Learning**

Take on lead roles within the team and provide mentoring, training, and support to colleagues as appropriate.

9. **Representation and Partnership Working**

Represent the Authority in internal and external forums as delegated by the Team Manager. Engage in effective liaison and negotiation with health and other statutory partners.

10. **Autonomous Decision-Making**

Operate with a high level of professional autonomy and decision-making responsibility.

11. **Practice Improvement and Change Implementation**

Collaborate with all levels of management to drive practice improvement and support the implementation of change initiatives.

12. **Other Duties**

Undertake any additional responsibilities as deemed appropriate by the Team Manager.

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Other

- **Equal Opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

- **Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

- **Customer Focused**

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

- **Safeguarding Commitment**

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

- **Skills Pledge**

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.

- **Innovative**

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.

- **Respectful**

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.

- **Collaborative**

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

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Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- DipSW, Social Work Degree or equivalent
- Current Social Work England registration

Experience

At least 3 years' experience as a Social Worker
Undertaking complex work with a range of client groups
Managing a caseload and competing priorities
Work in a Social Services Directorate or other Statutory or Voluntary Agency
Supporting

Essential knowledge, skills & abilities

- Detailed knowledge of the relevant social care legislation, application and individual accountability.
- Experience in assessing and analysing need and risk
- Experience in planning and commissioning care with individuals
- Experience in working effectively with other agencies and professionals
- IT literate, experience in using manual and computer systems for record keeping.
- Numerate and able to contribute to management of budgets and resources.
- Ability to operate with a higher level of independence and decision making
- Ability to motivate and support the long-term development of staff.
- Ability to influence others based on technical or professional expertise.
- Experience of training and/or mentoring less experienced staff
- Ability to improve practice standards and personal competencies through continuous professional development, and use of supervision and appraisal to improve personal performance
- Excellent written and oral communication skills appropriate to the situation.
- A demonstrable understanding and acceptance of the principles underlying equal opportunities and diversification and a commitment to achieving these.
- Effective organisational skills, able to prioritise and manage a generic case load and work independently under pressure

Other essential requirements

- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.

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- This is an essential car user post*
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive