



### Person Specification

<b>Job Title:</b>	Social Worker or Senior Practitioner
<b>Service:</b>	Coram Ambitious for Adoption Regional Adoption Agency – Harrow location with flexibility for home working
<b>Reporting to:</b>	Service Manager
<b>Salary Range:</b>	£36,000-£39,000 (Social Worker); £38,000-£42,000 (Senior Social Worker) dependent on skills and experience
<b>Work Pattern</b>	Full Time
<b>Contract Type</b>	Permanent

#### Qualifications

- A professional qualification in social work, and registration with Social Work England

#### Knowledge, Skills & Experience

##### Experience:

- Experience of preparing applicants for adoption and/or of working with looked after children and placing them for adoption.
- Experience of undertaking comprehensive post adoption assessments and some knowledge of the various therapeutic models available to families.
- Proven experience of successfully using information management systems and producing/using quality data in a variety of formats.
- Experience of complex social work with families.
- Knowledge and experience of conflict resolution and creative and constructive problem solving including effective securing and management of resources.
- Experience of workload management processes across a diverse team, including prioritisation of casework and meeting deadlines.

##### Capabilities:

- Ability to think and work across organisational, functional and service boundaries.
- Ability to challenge others in a constructive manner and to make informed decisions that are clearly reasoned and if challenged can be substantiated.
- Ability to create a rapport and build relationships with children and parents / carers and wider range of professionals and family members.
- Strong and effective Interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.
- Ability to lead practice and undertake consultancy taking an overview of work progress and advising and supporting new changes aimed to improve delivery.



- Ability to develop effective interagency working processes.
- Ability to summarise, analyse and evaluate complex information and work with case management and performance tools and tracking systems.
- Ability to formulate and implement effective social work interventions.
- Ability to write concise and reasoned and well-presented reports and have excellent verbal communication skills.
- Work with and support the service manager and leaders of the service to ensure the objectives of the regional agency and commissioned services are met to the required standard.

#### Knowledge:

- Knowledge of LAC permanency placements and adoption support for families and children.
- Knowledge of multi-disciplinary and interagency working, and advocating for children's needs within the education and community mental health services for children and young people.
- Knowledge of childcare legislation and statutory guidance including national adoption standards, and national policies including new policy objectives for adoption services.
- Proven knowledge of safeguarding procedures.
- Knowledge of roles and responsibilities of key children's agencies for looked after children safeguarding and care planning and ability to engage with innovative delivery approaches.

#### **Behaviours and Values**

- A belief in the right to family life for all children, and a creative approach to achieving this within children's timescales.
- A belief in children's right to feel safe and cared for, and a commitment to implementing Coram's safeguarding policy.
- A commitment to children's rights and participation.
- A commitment to promoting equal opportunities and to achieving anti discriminatory practice in all aspects of work.
- A commitment to provide high quality adoption practice and to contribute to the maintenance of the project as a centre of excellence.
- Commitment to your own professional development.