



Person Specification

Job Title:	Social Worker or Senior Practitioner
Service:	Coram Ambitious for Adoption Regional Adoption Agency – Harrow location with flexibility for home working
Reporting to:	Service Manager
Salary Range:	£36,000-£39,000 (Social Worker); £38,000-£42,000 (Senior Social Worker) dependent on skills and experience
Work Pattern	Full Time
Contract Type	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
- 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
- Experience of workload management processes across a diverse team, including prioritisation of casework and meeting deadlines

Capabilities:

- Ability to engage with innovative delivery approaches
- 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 if challenged can be substantiated
- Ability to create a rapport and build relationships with children and parents/carers
- 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 performance tools and tracking systems



- Ability to formulate and implement effective social work interventions
- Ability to write concise, 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 are being met

Knowledge:

- Knowledge of early permanence (Fostering for Adoption and/or concurrent planning)
- Knowledge of placement and adoption support for families and children
- Knowledge of multi-disciplinary and interagency working, and advocating for children's needs within the education system and with community mental health services for children and young people
- Knowledge of childcare legislation and statutory guidance including national adoption standards
- Proven knowledge of safeguarding procedures
- Knowledge of national policy developments for adoption and context of regional agency delivery
- Knowledge and understanding of statutory frameworks and guidance for children's social work
- Knowledge of roles and responsibilities of key children's agencies for looked after children, safeguarding and care planning

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.