

Job Profile

Job Title: Principal Social Worker, Academy & Systemic Lead – Quality Assurance Service

Job Grade: Level 5 Zone 2

Salary Range: £55,832 - £65,350

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today, and we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the role

As the Principal Social Worker, you will have responsibility for the CSSW Academy in collaboration with the Head of Service and contribute to and support the planning and implementation of:

- Routes into social work, students, ASYE programme for NQSWs
- Practice educators
- Career progression including post graduate development, leadership development, coaching and mentoring.
- Workforce development and reform
- Recruitment and retention strategies.
- Ensuring compliance with national and professional standards.
- Supporting service development and research projects

You will also, as the lead clinician, be responsible for the strategic leadership for the Camden Model of Social and anti-racist practice

- You will lead on the training of systemic ideas and practices across children's services, supporting all the teams that are working within a clear systemic framework of the Camden Model of Social Work
- You will also deliver therapeutic interventions alongside social workers and support the development of practitioners' skills in this area.
- To lead in improving practice quality through embedding the Camden Model of Social work and offering mentoring, coaching and consultation where required.
- This post has responsibility the ongoing development and implementation of the Camden Model of social work in a way that is consistent with systemic ideas and practices, including embedding the learning from the Right balance project, child and family led planning, the integrated adolescent approach.

Other responsibilities as the PSW include:

- Being the voice for social work within the management team and with external stakeholders, offering positive challenge to decision makers where needed. You will maintain visible leadership across the children's social work workforce, ensuring the service upholds social work values and standards, and supports its practitioners.

- You will be responsible for the annual Social Work Health Check, ensuring the Local Government Association (LGA) Standards for Employers are upheld and complete a PSW annual report as required.

Example outcomes or objectives that this role will deliver:

- To have operational responsibility for the development, planning and delivery of the CSSW Academy and Camden model of social work and the embedding of systemic ideas and practices into all aspects of Children's Social Care and Early Help services.
- You will have oversight of the development of the Camden model of social work, including the delivery of training to ensure this is a whole systems approach to practice.
- To work with colleagues to ensure children and families receive an outstanding quality systemic service across CSSW.
- You and your team will identify and consider areas that require further development and training across Children's Social Care and support the plans to achieve this.
- To lead, plan and underpin the development and improvement of practice by role modelling good practice, providing opportunities for reflective case discussion and individual coaching/ training sessions. Acting as the 'expert', to provide and promote consultation, facilitate bespoke learning events, and provide presentations to wider audiences as required across all service areas.
- To share and cascade current information and research about relationship-based and systemic social work and the approaches and tools used that supports assessment, intervention, and review processes. This includes promoting the use of tools and frameworks that support and are inclusive of direct work with children and families.
- To provide and deliver effective and consistent individual and group supervision and consultation that influences and impacts positively on practice and increases skill, confidence, and knowledge for all professionals to improve delivery for children and families which demonstrates positive outcomes and their voice.
- To facilitate, lead and support workshops such as induction and learning events and identify areas of strength in practice and support/ advice on individual or team action/ service plans to address areas of development.
- To promote communication and share learning opportunities by liaising with other key partners and providing opportunities of shared learning or workshops.
- Co-production and collaboratively working with the Service Manager for Audit and LADO when considering the learning from monthly audits and Practice Weeks.
- Develop effective forums for social workers to provide feedback on current and proposed systems and processes, ensuring their views and recommendations for improvement are considered.
- To actively influence social work developments at local, regional, and national level, including engagement with networks and the Government appointed Chief Social Worker for Children and Families, ensuring they respond to the needs of frontline practice.
- To support the Senior Management Team in the implementation of Children and Families social care reforms, and the continual development of outcome focused social work.
- To participate in the development of children and families social work evidence-based research and practice with academic institutions and national organisations and lead on its relevant application within the local workforce.
- To always operate within the professional ethics and disciplines of social work as described in the BASW code of ethics, Social Work England's Professional Capabilities Framework, and the Health Standards of Practice.

About You

Qualifications

- Social Work Qualification – CQSW/ Dip SW/ Degree in Social Work
- UKCP recognised qualification in family and systemic psychotherapy.
- A systemic supervision qualification and membership of the AFT Supervision register will be desirable.
- Evidence of post qualification learning and development
- Social Work England registration together with relevant post qualification experience of working within Children's Services.

Technical Knowledge & Experience:

- A strong commitment to anti-racist and anti-discriminatory practice
- An active awareness of self, relational and epistemological reflexivity, and the way in which personal and professional stories can impact children and families and professional relationships.
- An ability to work reflexively and collaboratively with staff and external organisations.
- Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people. and vulnerable adults through the utilisation of systemic ideas and practices
- Knowledge of (and experience of operating) relevant legislation and statutory guidance, including
 - Working Together to Safeguard Children
 - London Child Protection Procedures.
 - Care Planning Regulations
- Knowledge of systemic research and practice, government policy and strategy in respect of services for children and young people, including specialist services and edge of care services
- In-depth knowledge and understanding of the Professional Capabilities Framework and how this supports the training and development of social workers.
- Robust knowledge of best practice in a social work context and social theories, robust knowledge of current issues relating to social work legislation and up to date knowledge of social work standards and reform
- Substantial post-qualifying experience of children's social work within a breadth of settings both as a practitioner and as a senior manager
- Significant experience of influencing decision-making and service delivery at a strategic level and embedding a learning culture within their service area
- Effective partnership working within a complex policy and service environment with a wide range of stakeholders.
- Substantial on-going continuous professional development
- Excellent assessment, analysis, and reporting skills.
- Ability to relate everyday practice issues to the wider strategic context, and ability to apply theory to practice and shape the practice of others.
- An ability to manage services and to devise innovative solutions to service delivery.
- Ability to manage, lead and motivate staff and foster their development and to relate and work with people at all levels.
- Experience of acting in a supervisory capacity with students, social workers and practice teaching/ Mentoring/ Coaching staff or students, to enabling learning.

- High level of communication skills both orally and writing to a high standard with an ability to convey complex information in accessible form, including presenting to large internal/external groups. Including generating information for learning in the organisation.

Work Environment:

The post-holder will be required to work in line with Camden's agile working framework including flexible and remote working patterns as required by the service. The base will be in Pancras Square, and other locations within Camden as specified by the Director of Childrens Social Services.

People Management Responsibilities:

Key relationships with Service Managers, Team managers, Project Manager, Participation Officers, and social work colleagues across the CSSW service.

Direct Management Responsibilities

- Systemic Practice Manager x 1 FTE
- Academy Team Manager x 1 FTE
- Service coordinator x 1 FTE

Relationships:

This post will report to the Head of the Quality Assurance & Practice

Key relationships will be Service Managers for Quality Assurance and Audit, CP and CLA Independent Reviewing Service, CSCP, Project Manager and various professionals from CSSW service, including from CIN, CLA and CYPDS.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships; we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people, or people with long-term health conditions. If you would like us to do anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,