

Job Profile

Job Title: Advanced Social Worker – Whole Family Service
Job Grade: Level 4 Zone 2
Salary Range: £47,394 - £54,222

About Camden

Camden is an outstanding (Ofsted 2022) and vibrant Social Work Department dedicated to improving outcomes for children, young people and families. Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We are not just home to the UK's fast-growing economy, we are home to the most important conversations happening today. We are 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.

We work closely with the Tavistock and Portman NHS Foundation Trust, a leading Mental Health Institution which provides the Child and Adolescent Mental Health Support to Camden children and their families. This is an opportunity to gain the best from both organisations, being employed by Camden whilst being situated in a specialist Child and Adolescent Mental Health Service (CAMHS) team.

About the role

The post holder would join The Camden CAMHS Whole Family Team (WFT 5-18 years) and the Whole Family Team with Perinatal Specialism (WFT-P, 0-5 years) as an Advanced Social Worker. Both teams specialise in working with families facing complex difficulties, who may be working with several professionals and may struggle to access community services. The team provides specialist therapeutic interventions for families where there are issues related to complex trauma and attachment. In addition to offering direct intervention, the WFT and WFT-P offer consultation and risk support (under the THRIVE model) to other professionals working with children, young people and their families.

The WFT and WFT-P are co-located across a range of Camden Local Authority Services, including, Social Services, Camden's Pupil Referral Units, The Youth Offending Service, Early Help and Camden Children Centre Services.

There is an expectation that the post holder will be able to work flexibly in the community both within Camden, its surrounding boroughs and at times outside of London.

Case Load Expectations

- The post holder will hold their own highly complex caseload within the team including risk management and clinical governance.
- May provide clinical supervision to trainees and less experienced practitioners.
- Provide consultation as required to external agencies, for example to GPs/Schools/Other Local Authority Staff
- Undertake clinical assessments of service users/patients and offer skilled therapeutic interventions based on therapeutic modalities such as systemic psychotherapy, solution-focused therapy, psychodynamic therapy.
- To ensure, where appropriate, agreed standardised assessment questionnaires are completed with clients as per team protocol and to systematically collect data on caseload as required by the team lead/manager.

- To formulate and deliver psychosocial interventions
- Arrange reviews and communicate effectively and sensitively with the patient/service user to monitor progress during the course of multi-disciplinary interventions.
- Liaise with referral agencies and networks around identified patients for their own and shared cases. This may entail liaison with local services and participating in outreach and multi-disciplinary team meetings.
- To communicate, in a skilled and sensitive manner, highly complex condition- related information concerning the assessment, formulation and treatment plans of service users/patients under their care and to monitor, evaluate and report as appropriate.
- To undertake risk assessment and risk management for relevant individual service users/patients and to provide both general and specialist advice for other professionals on aspects of risk assessment, management and safeguarding.
- To maintain a high standard of clinical records, preparing reports for internal use and for external agencies as required and maintaining good communications with referrers and other professionals involved.
- To keep up-to-date with knowledge of legislation, national and local policies and issues of relevance to the service and client group
- Contribute to recruitment and supervision of less experienced staff.
- Provide cover for any relevant rota (duty/on-call/clinical)
- Demonstrate a personal duty of care for equipment & resources.

Development of Team/ Service Development, Research, Teaching and Supervision

- Involvement in small project work and other research projects including new Service initiatives in discussion with team lead/manager.
- Contribute to financial initiatives and quality improvement initiatives for the Service
- Train less experienced team members and those new to Service in own area of work. May be required to present at small meetings on specialist area of work.

About you

Qualification and Experience Requirements:

- Fully qualified, accredited social work professional status (CQSW, Dip SW, CSS)
- Current registration with SWE England
- 3 year post qualifying experience in working with vulnerable children, young people and their families in the field of social care
- Experience of working positively with staff from other agencies
- An understanding of and an ability to work with different cultures, expectations and priorities.
- Experience of supervising social work students
- Post graduate training in one therapeutic modality this can be from foundation level onwards.

Technical Knowledge:

- Detailed knowledge of policies, statutory regulations and guidance relating to children's safeguarding and children's mental health and wellbeing.
- Able to demonstrate a good level of knowledge specific to the area of practice in which this post is based.
- Able to demonstrate skills for assessing and communicating complex client conditions and applying appropriate clinical treatments

Technical Experience:

- A track record of working with complex cases
- A comprehensive understanding of the complexities of risk as it applies to children and safeguarding.
- Ability to make appropriate assessments, plan interventions, have knowledge of resources, make SMART plans including review and evaluation
- Effective written/verbal communication/presentational skills
- IT literate

This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Team Manager / Service Manager.

This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

Work Environment:

You will be working in a mixed environment including office working, home working and visits externally.

People Management Responsibilities:

There are no line Management responsibilities in the role, however there is a requirement to support less experienced clinicians and when required undertake the supervision of students on placement.

Relationships:

This role reports to the CAMHS Team Manager. Other relationships will be with Children and families/carers, across the Children Safeguarding and Social Worker service, The Tavistock and Portman NHS Foundation Trust and with other professionals including external partners and organisations.

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

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

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,

Note:

This document is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.