

Job Profile

Job Title: Recruitment and Assessment Social Worker

Job Grade: Level 4 Zone 1

Salary Range: £46,067 - £49,131

About Camden

'Camden is listening to everyone, including you. We're giving a platform to people inside and outside our community. Because we are not just home to the UK's fast-growing economy. We are home to the most important conversations happening today. And 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.

About the team/service

We are looking for a highly motivated, enthusiastic, individual to join our Recruitment and Assessment Team. Camden is committed to providing high quality care to Children Looked After and Young People, and in doing so, raise the profile of fostering to ensure all children have positive experiences whilst living away from their families.

About the role

You will be responsible for the recruitment, assessment, training, and support of all internally approved foster carers, providing care to any Looked After Child or Young Person. We take pride in getting it right first time and you will receive the training and support you deserve to help you deliver for this already first-rate service from day one. If you have the commitment, drive, and ability to deliver high service standards across the borough, then you are the person we are looking for.

- Able to make ongoing assessments of frequently complex client needs and associated risks and demonstrate knowledge and understanding of wide range of service options within budgetary framework/constraints.
- Undertake risk assessment of carers and their households to ensure children and young people are protected. Where required ensure the annual review of carer households and that health and safety checks, safe care policies and DBS checks are updated in line with regulation and service requirements.
- Provide information, written assessments, statements, reports verbally and in writing in order to complete assessments and statutory reviews of prospective carers, care planning meeting, formal Panels and reviews of Children Looked After.
- Maintain file records and supervision records relating to carers to a high standard in accordance with relevant legislation, policy and procedures.
- Contribute to the development of recruitment, training and assessments activities for prospective foster carers. Undertake assessments of prospective foster carers and make presentations to formal Panels as required.
- Support post approval training and support carers to complete progression standard activities where required and with other aspects of development as a carer.
- To be available to provide a Duty Response Service within your service area.

- To contribute to the design, implementation and evaluation of recruitment campaigns in specialist areas subject to appropriate training.
- Provide foster carers with supervision & support and learning & development opportunities which will enable them to promote positive outcomes in all areas of children and young people's lives.
- To provide a comprehensive service to children and families arising out of the Council's duties and powers under legislation and regulations, Council and Departmental policies and procedures.
- To work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent, and voluntary resources.
- To role model and help others demonstrate professionalism, ensuring professional social work standards are maintained throughout area of responsibilities.
- To work as a part of a team to provide, co-ordinate and develop a comprehensive service for children and young people using the broad categories of services and resources available to children and families to meet identified needs.
- To establish a network of internal and external colleagues from whom to seek advice and expertise.
- To provide professional support to designated students in the team.
- At all times carrying out responsibilities and duties with due regard to legislation and to the Council's childcare policies and within the framework of an integrated range of services for children and their families.
- Develops and sustain professional working relationships with clients, carers, colleagues, and external agencies based on mutual trust, respect for individual rights and cultural needs, and the promotion of equality and diversity.
- To participate in the development and updating of policy, practice, and procedures as relevant to the post.
- To take responsibility for own performance and development to establish goals, commitments and strategies for improved productivity and accomplishment.

About you

Qualifications:

You will have a relevant Social Work qualification. This role requires SWE registration.

Technical Knowledge & Experience

- Sound knowledge of the legislative framework of social service department.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation related to Fostering, National Minimum Standards 2011, Fostering Service Regulations 2011 and The Care planning, placement and case review Guidance and Regulations June 2015
- Two years post qualification experience of working in a Children and Families Division including experience in a family placements service.
- Experience of responding calmly to unexpected and emotive problems, seeking solutions, modifying plans and arranging the provision of additional services and/or resources where appropriate.
- Deal effectively with conflict – involving others when necessary
- Creative thinker and Self-reliant and resilient – able to respond positively to difficult situations.
- Experience of group work particularly in relation to foster carers.

Work Environment:

This position can work as a hybrid working role, with the expectation to be in the office for a rota duty service and key meetings.

People Management Responsibilities:

None

Relationships:

You will be part of a team consisting of 5 recruitment and assessment social workers, a recruitment and marketing officer, a panel coordinator, team manager, a fostering IRO and service manager.

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