

### **Job Profile Information: *Recruitment Social Worker Fostering Team***

**This job profile for *Recruitment Social Worker Fostering Team* is for guidance and must be used in conjunction with the Job Capsule for Social Care at Job Level 4 Zone 1**

#### **Camden Way Category 4**

**It 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.**

#### **Team:**

The Camden Fostering Service provides alternative accommodation for looked after children. The team is part of an integrated service comprising a Looked After Children's team, a virtual Looked After Children Academy, a specialist health team, targeted CAMHS provision and Adoption and Permanence team. In our September 2017 OFSTED Inspection the Fostering Service was judged to be a good service for Outcomes for Children and Quality of Service.

In this role you will have the opportunity to work with professionals of every discipline. With a remit spanning recruiting and assessing foster carers, matching and supervising placements, progressing care planning and service development, you're guaranteed different challenges every day.

As the Fostering Recruitment Social Worker you will be responsible for overseeing the recruitment of foster carers to our service. This high profile role will require you to carry out all aspects of Stage 1 of the fostering process including the initial screening and assessment of prospective foster carers; co-facilitating Skills to Foster training sessions; participating in recruitment events; completing relevant checks on prospective applicants; and working closely with the Fostering Marketing and Recruitment Officer to implement various aspects of the Camden Fostering Recruitment

strategy. You will also be required to participate in the Fostering Team's duty rota over a number of days each month. In addition to this you will have the opportunity to participate in various other team activities such as delivering support groups or training to carers.

The role demands close collaboration and good working relationships across the integrated Looked After Child and Care Leavers team and CIN service to deliver an integrated approach to child care planning. You can expect to receive monthly supervision in this role as well as ongoing training and development opportunities.

**Role Purpose:**

- To develop and support a comprehensive service for children and young people needing family based placements.
- To contribute towards the Department's provision of a comprehensive fostering service with specific focus on recruiting applicants to become foster carers.
- 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.

**Example outcomes or objectives that this role will deliver:**

- To work as a part of a team to provide, co-ordinate and develop a comprehensive service for children and young people needing family based, short term and emergency placements.
- To establish a network of internal and external colleagues from whom to seek advice and expertise and work in partnership.
- To take a leading role in the Department's provision of a comprehensive fostering service.
- To undertake the recruitment, assessment, preparation, training, support and reviews of people offering placements.
- To take part in the management of the placements service for the Division.
- Plays a role in practice development in the team and help sustain a learning culture.
- To share in the development of information and publicity that is sensitive to the needs of all cultural groups about the services provided by the Family Placement Teams.
- To assist in the identification and assessment of placement needs.
- To review carers in accordance with statutory and departmental requirements.
- At all times carrying out responsibilities and duties with due regard to legislation and to the Council's child care policies and within the framework of an integrated range of services for children and their families.
- At all times ensuring that services offered by the team meets the needs of the multi-racial and multi-cultural community in Camden.
- To contribute in the development of appropriate quality assurance systems for family placements work.
- To participate in the development and updating of policy, practice and procedures as relevant to the post.
- To be aware, understand and make use of research and developments to the work of the Family Placements Service.

**Relationships:**

- Establishes a network of internal and external colleagues from whom to seek advice and expertise
- Engages positively with and contributes to organisational development

**Work Environment:**

- Camden has a strong flexible working ethos and you will be able to negotiate working from the Fostering Service Office, different Camden office sites or from home.
- The Social Worker will also be expected to undertake home visits to prospective and approved foster carers.

**Technical Knowledge and Experience:**

- Diploma in social work or equivalent qualification
- Must be HCPC registered
- Proven knowledge of the legislative framework of social service department
- Two years post qualification experience of working in a Children and Families Division including experience in a family placements service
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation, regulations and standards related to fostering
- Experience of group work and delivering training, particularly in relation to foster carers
- Experience of assessment particularly the assessment of prospective foster carers

## **Camden's Five Ways of Working**

In order to continue delivering for the people of Camden in the face of ever-increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle that links the Camden Plan, the Camden Way and the Financial Strategy.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit by clicking [HERE](#)