

## Job Profile

**Job Title: Social Worker (Special Guardianship Support), Permanence Team**

**Job Level: Level 4, Zone 1**

**Salary range: £37,638 - £43,659 per annum**

### 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 fastest-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. In Camden we want the borough to be the best place in London to grow up, and as a Special Guardianship Support Social Worker in the Permanence Team you will be a key part of this vision, supporting family and friends caring for children under Special Guardianship Orders, who can no longer live with their parents to give those children the best possible start in life. We recognise that children are best off when living within their families, and that we want to provide those families the support they need to care for those children. As an exciting part of the council's commitment to supporting friends and family carers, we are expanding the size of the Permanence team, increasing our ability to assess and support them, so in turn they can provide a home to children who need their care.

### About the role

As a Special Guardianship Support Social Worker, you'll have the opportunity to work with professionals of every discipline. With a remit spanning the assessment and support (including training) of family and friends' carers, special guardians and long term foster carers, you're guaranteed different challenges every day. The role demands close collaboration and good working relationships across the children's services, working with the CIN, LAC, and Leaving Care Teams, as well as with colleagues in CAMHS and Fostering to deliver an integrated approach to child care planning. It will also involve working/liasing with colleagues within the North London Fostering and Permanence Consortium to ensure that we are providing a consistent level of support to Special Guardians across the Consortium.

As an SGO support social worker you will assess, supervise and support carers to help them ensure the best quality care for children, working with the network to promote permanence and stability. You will use individual work, group work and deliver training to facilitate the development of carers ability to offer attuned care.

The Permanence Team is part of an integrated service comprising a Looked After Children's team, a virtual Looked After Children's Academy (Virtual School), a specialist health team, a co-located Looked After Children's CAMHS provision, and the Fostering Team.

You will share and exercise the organisational practice ethos defined by The Camden Model of Social Work ([click here](#)) which places systemic practice and strong relationships at the heart of working with families.

### About you

It is essential to the role that you hold a Diploma in social work, or equivalent qualification with a minimum of two years post-qualification experience as a social worker. You must also be Social Work England registered.

You must have proven experience of undertaking assessments of individual needs and/or risk; of designing and implementing care/protection/SGO support plans; of monitoring and reviewing such plans over a period of time; preparing for and giving evidence in care proceedings. As well as experience of working with connected persons, special guardians and foster carers.

You will have the ability to investigate family circumstances and make assessments of a child or carer's needs and risks to their wellbeing, as well as build and maintain effective working relationships at all levels internally and externally in order to influence others and get things done for the benefit of the families you work with. You will take responsibility for your own work, consistently achieving and delivering high quality work in a timely manner, whilst balancing competing priorities. You will also have experience of developing and facilitating training to carers to support them to meet children's needs appropriately.

To be successful in this role you will need great negotiation and influencing skills and ability to deal with conflict, hostility and vulnerability. Be an excellent communicator and be able to establish positive and effective working relationships with children, young people and families to ascertain their wishes and engage them in decision making processes.

#### **Work Environment:**

This role is based at the Crowndale Centre in Camden Town, close to Mornington Crescent Tube Station. However, the role is a mixture of office based, home working and face to face appointments in the community with children and families.

#### **People Management Responsibilities:**

None

#### **Relationships:**

You will work with the Team Manager, and your Senior Practitioner (line manager) as well as other social workers in the team, and across children's services to deliver the best possible support to the friends and family members looking after some of our most vulnerable children. You will also be required to build positive relationships with people who use our services, and other professionals from external agencies, such as Adopt London North (the Regional Adoption Agency), health, mental health, other local authorities, and the police.

#### **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](http://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](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,