

## Job Profile

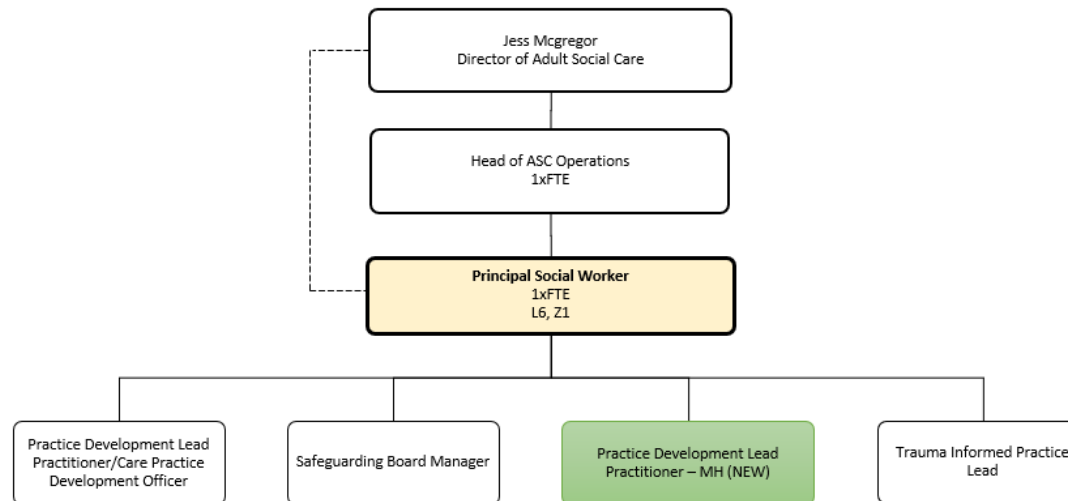
**Job Title:** Principal Social Worker  
**Job Grade:** Level 6 Zone 1  
**Salary Range:** £60,913 - £74,447

### About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Not only are we the home of the UK's fastest 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. We want to ensure that Camden's communities support good health, wellbeing and connection for everyone, so that they can start well, live well and age well. Help us to deliver a better future, for everyone within the borough.

### About the role

The Principal Social Worker is part of Adult Social Care (ASC) Senior Management Team and will report directly to the Head of ASC Operations. ASC is a part of the 'Supporting People' Directorate within Camden Council. The Principal Social Worker will have responsibility for managing the Safeguarding Board Manager, and Practice Development Leads. Please see structure chart below:



**Role Purpose:**

- To ensure the highest standards of professional practice by social workers, by taking a professional lead across the organisation, with responsibility for supporting, advising and contributing towards quality of practice.
- Taking the responsibility for identifying and responding to new initiatives and changes in legislation and government policy relating to adult social work and social care, leading on effective implementation where appropriate.
- Providing professional leadership for social work practice (including for mental health) and championing the role of social work to develop and embed strengths-based culture and practice across Adult Social Care (ASC) and within integrated service settings. Drawing on professional experience to influence strategic decision making so that the social work perspective is taken into account in service transformation.
- Promoting and participating in developing the body of social work knowledge and research within and outside of the organisation, working in partnership to ensure that developments reflect the needs of frontline practice.
- To work with all ASC SMT members in partnership to develop and deliver on a holistic ASC Quality Assurance Framework, despite the lines of accountability sitting with individuals.
- To work with all ASC SMT to monitor spend, performance and impact on outcomes, recognising a collective responsibility for the effectiveness of the ASC system
- To work with all ASC SMT to evaluate the effectiveness of budget and quality management and plan together actions to drive required change.
- To support effective social work supervision and decision making
- To ensure adherence to functions associated with adult safeguarding and statutory social work functions associated with the Care Act, Mental Capacity Act and Mental Health Act.
- To carry out roles and responsibilities set out in Department of Health and Social Care guidance which sets out the core standards for this role.

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

- Lead on the research, development, co-ordination, implementation, and maintenance of systems and procedures relating to innovation and good practice in social work (including for mental health) and related health service systems.
- Lead in disseminating learning from Safeguarding Adult Reviews (SARs) to both managers and practitioners
- Lead on the development social work and strength-based practice within Camden ASC, Mental Health and internal and external partners, working with the Professional Social Work Educator, to develop continuing professional development, linking with induction, supervision and appraisal process, and take responsibility for the implementation of the Standards for Employers of Social Workers.
- Lead the development of a post qualifying career pathway for social workers including an apprenticeship scheme for the Social Work and

Occupational Therapy degree courses and apprenticeship development for ASC.

- Working with managers to improve and develop induction processes and oversee the core training programme for staff, including responsibility for the ASC training budget
- Undertake and co-ordinate, with the service managers, case reviews and share learning with all relevant stakeholders. Ensure learning from best practice is shared widely across the service and promoted, to ensure high quality service responses and excellent outcomes for customers.
- Be responsible for shaping the social work role across Adult Social Care and Mental Health including provide quality assurance of social work practice by direct observation and participation in social work practice
- Maintain links with social work education providers and other key stakeholders, and develop local and national links, including with the PSW network.
- Be responsible for standards and standard compliance of professional social work practice, to ensure the service delivers an effective person centred approach promoting individual wellbeing and in line personalisation policies
- Lead on the implementation and monitoring of social workers annual health checks
- Maintain a current awareness of evidence based research and developments in Adult Social Care and disseminate this to social workers
- Oversee the development and compliance monitoring of professional and role standards in social work
- Provide professional support and advice to health professionals, senior managers and other partner agencies regarding professional roles and responsibilities of social workers
- Complete a PSW annual report as required.

### **Leadership**

- To liaise and develop professional networks locally, regionally and nationally to identify and contribute to the development at a regional and national level. Championing excellence in social work practice within the Council. Lead the organisation at regional and national forums.
- Lead and develop an organisational culture which is responsive to developing best practice and research around risk assessment and management, at all levels of the organisation.
- To work as part of the broader senior leadership team in the transformation of Adult Social Care in Camden.
- To deliver out of hours direction and leadership as part of the senior leadership team weekly cover arrangements.
- In collaboration with the Service Managers, provide high quality expert advice and support to the DASS, Adult Social Care and other colleagues on complex cases as well as mentoring and coaching to staff where appropriate
- Work in conjunction with the senior leadership team to establish a cohesive and high functioning social work service implementing cultural change and improved systems and processes. This may involve a redesign of services, ensuring that greater emphasis is placed on the importance of relationships with people who use services, and promoting evidence based social work practice.
- Provide leadership in the critical application of professional ethics to strategic decision-making, using a legal and human rights framework

- Contribute to the development/implementation of integrated models for health and social care delivery in liaison with senior managers internally and partners, to ensure any developments take account of statutory, policy and professional standards as they relate to the social work profession

### **Safeguarding**

- To work collaboratively with internal and external partners around safeguarding matters.
- To advise the DASS on complex safeguarding cases, ensuring statutory responsibilities are discharged effectively.

### **About you**

**Technical Knowledge and Experience:** *(E.g. qualifications that are essential for the role and / or examples of the experience role holders would be expected to have in order to succeed in the role)*

- Professionally recognised qualification in social work and appropriate accreditation/registration with a professional body (Social Work England)
- An excellent understanding of relevant legislation, statutory guidance and national policies
- Excellent knowledge of good practice relating to social work with adults with complex needs and safeguarding adults at risk of abuse.
- Experience of multi-professional and interagency working and the challenges that integrated working brings.
- Ability to function with a high level of autonomy as well as ability to work collaboratively, leading where appropriate
- Good analytical skills to highlight areas for improvement and contribute to service development
- Ability to drive performance improvement within the service to achieve excellence as standard.
- Ability to produce and present clear and precise reports.
- Ability to train/coach staff on specialist area of expertise.
- Experience of budget monitoring and people management.
- Ability to analyse problems and arrive at innovative and user-focused solutions
- Excellent communication and influencing skills with ability to build excellent working relationships with a wide variety of partners to ensure a co-ordinated approach to safeguarding adults at risk of abuse
- Ability to provide reflective supervision, develop and embed integrated and new ways of working
- Ability to critically analyse and appropriately challenge at all levels of management.
- Post qualifying experience in a statutory organisation providing Adult Social Care or health services in work involving risk assessment/risk management; assessment of needs and planning of care and support. To include experience at management level.
- Demonstrate an understanding of Government agenda for Adult Social Care and safeguarding

*An Enhanced DBS will be required for this role*

*The postholder will be expected to undertake continuing professional development e.g., Safeguarding/ BIA/ AMHP*

**Work Environment:**

The office base will be primarily 5 Pancras Square with travel across the Borough to team locations and C+I offices.

**People Management Responsibilities:**

- Line management responsibility for 4 direct reports
- The post holder will be required to lead, mentor, coach and develop staff knowledge and competencies leading to improved social work practice, providing critical review to ensure quality assurance.
- The post holder will work closely with the Professional Social Worker Educator – Adults.
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**Relationships:**

- Responsible to the Head of ASC Operations
- Dotted line to the DASS (Director Adult Social Care)
- Good relationships with the ASC Heads of Service and Service Managers
- Mental Health Services
- Commissioning colleagues
- Health colleagues
- People who use services, carers and other citizens
- Community/Interest groups
- All appropriate statutory and independent agencies
- Corporate colleagues in Strategy and Change, customer services, housing and others
- Independent chair and board members of Camden's Adult Safeguarding Board and the Multi Agency Safeguarding Hub
- Camden and Islington Public Health Service
- The post holder would be expected to develop excellent working relationships with Adult Social Care, Council colleagues, external organisations including health, police, community safety and voluntary sector and other local authorities and other national bodies.
- The post holder will be expected to display sound professional judgements and work collaboratively to provide specialist advice and support. The post holder will also be able to anticipate risks and issues and proactively address barriers.
- The post holder will be expected to advise Council Members on the social work picture in a national context and what that means for Camden, reporting quarterly to the lead member for ASC with regards to quality and scrutiny.
- Particular emphasis is placed upon working closely with partners to facilitate the further integration of health and social care and including building effective partnerships and relationships with key partners in the Integrated Care Partnership (ICP)

- To utilise knowledge and insight and positively influence Members, including the Member for Health, Wellbeing and Adult Social Care.

### **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](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