

EMPLOYEE SPECIFICATION: Senior Social Worker, Justice Services

Council Core Competencies:

<p>These Council Core Competencies apply to all positions: Being Customer/Client Focused Working Effectively with Others Managing Change Taking Ownership and Responsibility Communicating Effectively Planning and Decision Making</p>		
<p>These Council Core Competencies apply to positions with responsibility for managing people or resources: Leading Others Managing Performance and Developing others Political Sensitivity</p>		
Senior Social Worker	Essential	Desirable
Experience	<p>Experience of supervisory management</p> <p>Experience of effective partnership working within a multi-agency environment</p> <p>Experience of multi-agency meetings e.g. MAPPA, risk management case conferences, child and adult protection case conferences, Integrated Case Management Meetings</p> <p>Experience of applying risk assessment tools and in engaging in risk management processes</p> <p>Experience of working with individuals with complex needs, including trauma survivors, and those experiencing mental health problems.</p>	<p>Experience of criminal justice social work management</p> <p>Non-criminal justice social work management experience</p> <p>Experience of delivering structured interventions with complex populations individually and in groups</p> <p>Experience in a leadership role through innovation and/or service development</p> <p>Experience in quality assurance and service improvement.</p>

<p>Knowledge, Skills and Understanding</p>	<p>Understanding and experience of implementing effective social work intervention with people subject to statutory supervision</p> <p>Excellent communication skills</p> <p>Knowledge of the wider criminal justice system</p>	<p>Knowledge and understanding of social work supervision</p> <p>Knowledge and understanding of the impact of trauma into adulthood, trauma enhanced practice and evidence-based approaches when working with complex trauma survivors</p>
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	<p>Knowledge of National Outcomes and Standards in Criminal Justice Social Work</p> <p>Knowledge of legislation and policies in relation to criminal justice social work, child and adult protection</p> <p>Ability to develop relationships, and maintain a boundaried and consistent approach working with and responding to people affected by trauma, whilst working to relevant risk assessment and other council policies and procedures</p> <p>Ability to work closely and in collaboration with a range of agencies and professionals, in responding systemically to the risks to and needs of women, men and children</p> <p>Demonstrable leadership skills including a strong ability to contribute to and support others through change, service developments and service improvements.</p>	<p>Knowledge of Scottish Government key policies, priorities and outcomes in relation to the Criminal Justice system</p> <p>Knowledge of the research on effective practice with people involved in offending behaviour</p> <p>Understanding of the impact of domestic abuse on adults and children</p> <p>Knowledge of child protection and vulnerable adult processes and procedures</p> <p>Knowledge of groupwork theory and skills in facilitating groups</p> <p>Good IT skills and experience of using Microsoft Office applications.</p>
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<p>Qualifications and Training</p>	<p>Social work qualification recognised by the Scottish Social Services Council (SSSC)</p> <p>Registration with SSSC</p> <p>Adherence to the values and principles enshrined in the SSSC Code of Practice</p> <p>A desire to develop professional knowledge, skills and practice through training and continuous professional development opportunities</p>	<p>Post qualifying training in leadership or management.</p> <p>Training in and experience of the use of a wide range of approved risk assessment tools</p> <p>Other relevant training (e.g. MF:MC, Caledonian, Safe and Together).</p>
<p>Job Specific Requirements</p>	<p>An ability to work to prescribed accredited standards and manuals and Criminal Justice, and organisational, procedures and policy</p> <p>Some evening working may be required</p>	<p>Ability to support social workers to assist them in implementing Trauma Informed Care and Safe and Together principles, utilising components when they are undertaking assessments,</p>

	<p>An understanding of the issues around managing change in self, others or organisations</p> <p>An understanding of professional and personal authority, how to exercise discretion and how to use it appropriately</p> <p>An ability to communicate and engage with others</p> <p>An ability to establish and maintain working relationships with people accessing services</p> <p>An ability to reflect on practice – self, others and the organisation</p> <p>An understanding of assessment and management issues in relation to risk and need</p> <p>An ability to undertake assessments</p> <p>An understanding of and commitment to anti-discriminatory practice</p>	<p>interviews, documentation and case planning</p> <p>Experience of leading others in aspects of organisational change</p> <p>Understanding of the potential impact of trauma work on professionals, interpersonal relationships and the importance of selfcare, working in justice services.</p>
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Applicants should always check the Job Vacancy Summary for any specific employee specification requirements for the advertised vacancy.