EMPLOYEE SPECIFICATION: Senior Social Worker, Justice Services

Council Core Competencies:

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

Knowledge, Skills and Understanding	Understanding and experience of implementing effective social work intervention with people subject to statutory supervision Excellent communication skills Knowledge of the wider criminal justice system	Knowledge and understanding of social work supervision Knowledge and understanding of the impact of trauma into adulthood, trauma enhanced practice and evidence-based approaches when working with complex trauma survivors

	Knowledge of National Outcomes and Standards in Criminal Justice Social Work Knowledge of legislation and policies in relation to criminal justice social work, child and adult protection 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 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 Demonstrable leadership skills including a strong ability to contribute to and support others through change, service developments and service improvements.	Knowledge of Scottish Government key policies, priorities and outcomes in relation to the Criminal Justice system Knowledge of the research on effective practice with people involved in offending behaviour Understanding of the impact of domestic abuse on adults and children Knowledge of child protection and vulnerable adult processes and procedures Knowledge of groupwork theory and skills in facilitating groups Good IT skills and experience of using Microsoft Office applications.

Qualifications and Training	Social work qualification recognised by the Scottish Social Services Council (SSSC) Registration with SSSC Adherence to the values and principles enshrined in the SSSC Code of Practice A desire to develop professional knowledge, skills and practice through training and continuous professional development opportunities	Post qualifying training in leadership or management. Training in and experience of the use of a wide range of approved risk assessment tools Other relevant training (e.g. MF:MC, Caledonian, Safe and Together).
Job Specific Requirements	An ability to work to prescribed accredited standards and manuals and Criminal Justice, and organisational, procedures and policy Some evening working may be required	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,

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