**Manchester Local Care Organisation**

**Role Profile**

**Senior Social Worker (Transition Team), Grade 8**

**Reports to: Team Manager**

**Job Family: People Care and Support Direct**

**Manchester Local Care Organisation**

Manchester Local Care Organisation (MLCO) has been established by the partner (Manchester City Council, Manchester University NHS Foundation Trust, Greater Manchester Mental Health Service NHS Trust and Manchester Primary Care Partnership) to integrate, plan and manage community health and social care across the City.  By working better together, we are bringing community health and social care services together in our 12 neighbourhoods to form integrated Neighbourhoods Teams (INTs). Our INTs will drive our collaborative approach, developing partnerships and building on existing community assets to facilitate improved delivery specific to each neighbourhood. We will be able to provide improved care closer to home and to support the people of Manchester to live healthier, more independent and fulfilling lives and be part of a thriving and supportive community. Your role is deployed into MLCO by your employer: Manchester City Council.

**Key Role Descriptors:**

The role holder will work to provide direct support for individuals and families in accordance with statutory responsibilities and local and national policies and procedures, effectively identifying cases and/or managing a caseload in order to secure positive outcomes for Manchester residents.

The role holder will lead the effective development of partnership approaches in order to safeguard individuals through the effective management of safeguarding risk and the recording and sharing of information.

The role holder will ensure that through effective advice, planning and support and the utilisation of ‘joined up’ approaches, individuals are able to access services appropriate for their identified needs.

The role holder will support the leadership of the team and service through the provision of advice to colleagues, contributing to the ongoing development of staff, students and trainees.

**Key Role Accountabilities:**

Be responsible for carrying out social work duties, including care co-ordination, in relation to the most complex cases requiring the highest levels of skills, knowledge and professional expertise.

Undertake a key role in cooperation with partners and stakeholders to ensure safeguarding processes and procedures are in place to protect individuals. Identify, challenge and develop solutions to any possible safeguarding risks for vulnerable residents of the city.

Work in conjunction with and provide consultation to partner agencies to deliver effective planning to ensure positive outcomes for vulnerable residents of Manchester. This will include representing the City Council at a range of meetings, proceedings and reviews as required.

Actively engage in team and service development including the promotion of innovative and new ideas and techniques to improve service performance and outcomes.

Efficiently prepare and produce high quality documentation and reports and contribute to effective data recording in accordance with statutory accountabilities and timescales to improve outcomes and the safeguarding of individuals.

Proactively establish, develop and maintain relationships with partner agencies and stakeholders to provide individuals with the opportunity to access suitable services which will assist them in achieving their agreed goals.

Personal commitment to continuous self-development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications

**Where the roleholder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.**

**Role portfolio:**

The transitions planning team supports young people prepare for adulthood, working closely with those people who are important to them, along with statutory services covering health, education, children’s social care and the voluntary sector. We recognise that preparation for adulthood is a time of celebration, change, choice, decision-making and challenge for all young people.

We work under the statutory framework of the Care Act 2014, carrying out assessments of need where it has been identified that this will be of significant benefit, prior to the young person reaching adulthood. We are developing a transitional safeguarding approach for those reaching adulthood, in line with Greater Manchester objectives.

Our aim is to plan and support seamless service provision with a focus of working towards young people having an independent life as possible. We aim to work alongside families and professionals to empower young people to recognise and achieve their aspirations and desired outcomes, promoting them having increased choice and control over their lives, and improved connectivity with their local community as they approach and enter adulthood.

We work with individuals from aged 14 and into adulthood who have learning disabilities, neurodivergence, long term physical health conditions, sensory impairments and those who are care experienced. Some young people may have indicators of mental ill health, emerging or actual harmful substance use, or be vulnerable to criminal or sexual exploitation.

The role holder will be a qualified social worker with considerable, autonomous experience of working with young people or adults with care and support needs and their carers. They will demonstrate working application of legislative and policy frameworks relevant to transitions, such as Care Act 2014, Children Act 1989/2004, Mental Capacity Act 2005, Children and Families Act 2014, Equality Act 2010, Human Rights Act 1998 and the SEND code of practice 2014, all of which will underpin practice.

You will hold in depth knowledge and skill in an area of social work practice which has been developed through post-qualifying training and development e.g. AMHP, BIA role and an ability to share your expertise with others with the intention of promoting good quality, safe, effective and caring interventions.

As a senior social worker, you will have leadership ability, routinely modelling good practice and setting expectations for others within a strengths-based framework. You will be supported by the team manager to begin to take responsibility and have accountability for the practice of others within the team, and influence colleagues in partner organisations who also work with young people preparing for adulthood e.g. children’s social care, education services, police, health to ensure collectively we achieve person centred outcomes for the young people we work with.

**Key Behaviours, Skills and Technical Requirements**

**Our Manchester Behaviours**

* We are proud and passionate about Manchester
* We take time to listen and understand
* We ‘own it’ and we’re not afraid to try new things
* We work together and trust each other
* We show that we value our differences and treat people fairly

**General Skills**

* **Communication Skills:** Is able to effectively transfer key and complex information to all levels of staff, adapting the style of communication as necessary and ensuring that this information is understood. Ability to advise others and deal with sensitive issues in difficult situations inside and outside area, negotiating riskier demands.
* **Planning and Organising Skills:** Excellent time management skills, creating own work schedules, prioritising, preparing in advance and setting realistic timescales for own self and others. Has the ability to visualise a sequence of actions needed to achieve a specific goal and how to estimate the resources required.
* **Analytical Skills:** Ability to absorb, understand and quickly assimilate complex information and complex and compare information from a number of different sources. Ability to identify patterns and trends that may impact on decisions and propose realistic conclusions identifying the risks and any assumptions made.
* **Problem Solving and Decision Making Skills:** Ability to formulate independently a range of options for new or unfamiliar situations and to select the appropriate course of action to produce a logical, practical and acceptable solution. An ability to make independent decision of a relatively uniform nature.
* **ICT Skills:** Skills to use ICT systems to obtain and analyse data and present it effectively through a variety of ICT channels.
* **People Management Skills:** Ability to lead, manage and motivate staff to high levels of performance in order to achieve change and maximise staff potential and contribution to the achievement of identified aims and objectives. Can also lead and plan the work of the team which deals with more diverse issues.

**Technical Requirements (Role Specific)**

* Social Work Qualification
* Willing to consent to and apply for an enhanced (DBS) disclosure check
* Registered with Social Work England
* Willingness to travel to any location within the boundaries of the City of Manchester.