**Manchester Local Care Organisation**

**Role Profile**

**Senior Social Worker, Grade 8**

**Moving & Handling Optimisation Team**

**Reports to: Moving & Handling Optimisation**

**Team Manager**

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

**Manchester Local Care Organisation**

Manchester Local Care Organisation (MLCO) has been established by the partners (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 the 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.

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:**

An exciting opportunity has arisen to help shape, develop, deliver and embed the Social Worker role within the Moving and Handling Optimisation Team.

A key principle of the MLCO is maximising people’s independence to reduce care dependency and enable them the achieve the best possible quality of life.

This role will work within an integrated team of Occupational Therapists, Physiotherapists and Moving and Handling Assessment Officers to consider and implement solutions to optimise a citizen’s moving and handling needs, and reduce the need for long-term double handed packages of care. This could potentially involve complex and challenging conversations with people, families, carers and providers to promote the benefits of optimising a person’s moving and handling care and support.

A further key function of the role will be close engagement with assessors across health and social care to promote and embed single handed care/moving and handling optimisation practice; promoting the provision of assistive technology, equipment, minor and major adaptations, and proportionate handling techniques as alternatives to double handed packages of care.

Manchester is at the forefront of the transformation agenda with the formation of the integrated local care organisation in which both health and social care staff work for the same organisation having a shared vision, shared values and working towards shared outcomes for the people of Manchester as central to its service model. The optimisation of the care and support that people receive for their moving and handling needs directly aligns to achieving this principle.

You will bring a strong practice background, an understanding of Manchester and its residents, and the determination and energy needed to ensure delivery of an effective, safe integrated service through the promotion of high standards of practice and be creative to meet individual outcomes. You will participate in the development of the team’s processes, including flexible and adaptive ways of working.

You will be line managed by the Moving and Handling Optimisation Team Manager (an Occupational Therapist or Physiotherapist), and will receive clinical supervision from an experienced Social Work Team Manager. You may have some supervisory responsibilities of social work staff as the team grows.

You will require experience of Practice Educator/BIA/AMPH or working towards.

**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)**

* Professional Social Work Qualification and Registered with Social Work England
* Experienced Social Worker in line with the Social Work Professional Capabilities Framework
* Willing to consent to and apply for an enhanced (DBS) disclosure check
* Current driving licence and access to a vehicle