

**Manchester Local Care Organisation
Role Profile**

Senior Social Worker Mental Health, Grade 8

**Adults Early Support Team, Adults' Directorate
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 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. 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.

Powered by:

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.

Powered by:

Role portfolio:

The Senior Social Worker will provide specialist mental health social work expertise within Manchester's Adult Social Care Mental Health Service, supporting adults experiencing mental health difficulties, social vulnerability and complex circumstances. Working within the Mental Health Front Door and Early Intervention Pilot, the role focuses on prevention, early intervention, safeguarding, risk management and strengths-based practice.

The postholder will undertake assessments, strengths-based conversations, welfare visits and assertive outreach, helping people access appropriate support, community resources and statutory services where required. They will provide specialist consultation and support decision-making on referrals, ensuring individuals are directed to the most appropriate pathway and that interventions are proportionate to need.

Working collaboratively with health, housing, safeguarding, voluntary sector and community partners, the role will help coordinate support, reduce escalation into crisis and promote wellbeing, independence and recovery. As a Senior Social Worker, the postholder will also provide professional leadership, mentoring and practice guidance to colleagues, contributing to service development and the ongoing evaluation of the pilot.

Key duties include:

- Provide specialist mental health social work expertise within Adult Social Care front door services.
- Undertake strengths-based conversations, assessments, welfare visits and assertive outreach.
- Assess and manage risk, safeguarding concerns and complex social circumstances.
- Support effective decision-making and referral pathways across Mental Health Services.
- Promote prevention and early intervention to reduce escalation into crisis and statutory intervention.
- Work collaboratively with individuals, carers, communities and partner agencies to coordinate support.
- Develop community-based solutions that promote wellbeing, independence and recovery.
- Provide professional consultation, mentoring and practice leadership to colleagues.
- Maintain accurate records and contribute to service improvement, evaluation and innovation.
- Promote equality, diversity and inclusion in all aspects of practice.

Powered by:

Senior Social Worker - 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
- Post qualification experience, along with experience of working with complex cases
- Willing to consent to and apply for an enhanced (DBS) disclosure check
- Registered with Social Work England (SWE)
- Willingness to travel to any location within the boundaries of the City of Manchester

Powered by: