**Manchester Local Care Organisation**

**Role Profile**

**Social Worker (Transition Team), Grade 7**

**Reports to: Senior Social Worker/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 MLCO by your employer: Manchester City Council.

**Key Role Descriptors:**

The role holder will work to provide direct support for service users and their families in accordance with statutory responsibilities and local and national policies and procedures in order to secure positive outcomes for the customer.

The role holder will work with City Council colleagues, partner agencies and stakeholders to effectively manage and plan for present and future risk situations of service users.

The role holder will assess and plan person-centred packages to meet the individual needs of service users to promote their independence.

The role holder will supervise and develop students and trainees and actively contribute to the development of other staff.

**Key Role Accountabilities:**

Develop and manage a relationship to support service users and their families in line with statutory obligations through complex decision making to allow service users to access improved future opportunities.

In conjunction with partner agencies and stakeholders, effectively assess and plan service users’ individual needs to ensure positive outcomes for Manchester residents.

Develop positive and effective solutions in all aspects of service delivery and engagement, focusing on the quality of outcomes for service users.

Collaborate with internal and external colleagues and stakeholders to actively contribute to the development and delivery of the service within Manchester City Council and partner organisations.

Engage with stakeholders in the private and public sectors and across local communities to encourage a collaborative and transparent approach that promotes service users’ needs across a range of existing and new initiatives.

Efficiently maintain accurate and appropriate records in accordance with statutory targets and City Council, local and national policy and procedures to evidence achievement of service targets and improvements in delivery.

Roles at this level may be required to manage a range of assigned resources, which may be human, financial or other, to ensure continuous improvement in service delivery.  Staff management duties may be either through direct line management of a team (including appraisals, performance management and other duties) or through matrix management of a virtual team of officers.

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 sometime as young as 14 years old with 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 who has experience working with young people or adults with care and support needs, taking a person centred and strengths-based approach to practice.

You will have good legal literacy and working knowledge of the Care Act 2014, Children Act 1989/2004, Mental Capacity Act 2005, Children and Families Act 2014, Equality Act 2010 and Human Rights Act 1998, all of which will underpin practice. You will be guided by strong social work values and decision making which will be informed by an evidence-base, with awareness of both children’s and adults social work interventions.

You will have experience of relational based social work practice and be able to demonstrate where this has been an asset in promoting citizens wellbeing. Understanding of the developmental needs of young people and the recognition of the centrality of opportunities for young people such as getting a job, having access to housing options, having a healthy and socially connected life in the community will be key in your delivery of positive social work interventions.

**Key Behaviours, Skills and Technical Requirements**

**Our Manchester Behaviours**

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

**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 own 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 concepts 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:** Strong decision making skills with the ability to resolve complex issues in a pressurised environment.
* **ICT Skills:** Ability to use IT systems to retrieve, record and update information and willingness to learn to use new systems.
* **Creative Skills:** Ability to find creative solutions where there are no existing parameters or procedural framework

**Technical Requirements (Role Specific)**

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