

What makes an Advanced Social Worker / Lead Professional?

Advanced social workers and lead professionals are experienced and are more autonomous in their role. They demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals, including those at more senior levels.

- They manage complex caseloads, and offer expert opinion within the organisation and to others, including those at more senior levels.
- They chair a range of meetings, offer expert support to case conferences, and produce high quality assessments and reports for a range of functions.
- They model good practice, setting expectations for others.
- They start to take responsibility and be accountable for the practice of others, mentoring newly qualified social workers, and (where appropriate) supervising the work of junior staff.

Requirements to apply for progression

In order for a Social Worker / Lead Professional to progress to Advanced, or to be directly recruited at the Advanced level, the written expression of interest form attached to this document (see Appendix 1) will need to demonstrate:

- A minimum of 2 years post qualification experience.
- Evidence of meeting the essential (and desirable where possible) criteria for the role of Advanced Social Worker or Advanced Lead Professional in South Gloucestershire council.
- A clear commitment to Continuous Professional Development (CPD).
- That they have no current sanction on file and are not currently subject to any procedures.

Examples of relevant evidence might include:

- Experience of being a Practice Educator for students on placement (and have achieved PEPS stage one and/or two).
- Being fully up to date with the core training expectations for role, including inter-agency child protection training.
- Examples of using research and evidence-based resources to enhance practice and share learning with team.

Appendix 1

Application Form – Advanced Social Worker / Lead Professional (HAY06)

Name:

Post Applied for:

Date:

.....
Please outline below how you meet the Essential and Desirable Criteria of the South Gloucestershire Council Advanced Social Worker or Advanced Lead Professional Role Profile:

Essential Criteria:	How you meet the criteria:
Recognised and relevant professional qualification in either: <ul style="list-style-type: none">• Social work• Occupational Therapy• Education Registered with the Health and Care Professions Council (HCPC)	
Considerable post qualifying (relevant) experience in a Local Authority child care setting	
Evidence of on-going continuous professional development and knowledge of current legislation and practice relating to children and young people's services	
The ability to mentor or supervise staff	

Essential Criteria:	How you meet the criteria:
Effective communication and relationship building skills, including handling difficult and sensitive issues	
Excellent Assessment and Analytical Skills	
Effective care planning skills to produce child and outcome focussed plans for children	
Desirable Criteria:	How you meet the criteria:
You will have achieved a relevant post qualifying award	

I confirm that I have provided the evidence above in support of my application, have no current sanction on file and am not subject to any procedures.

Signed:

Date: