

Senior Social Worker, Strengthening Families Team



Job Description

Reports to: Team Manager

Direct reports: None

Diversity Commitment

PACT is a supportive and respectful place where people are passionate about making a positive difference to the lives of women, children and families from many different backgrounds. We continuously look to progress the ways in which we create families and bring people together and encourage applications from people across all communities. We are committed to ensuring that our people and our services reflect the diversity of the communities we serve and applications from people from under-represented groups are particularly welcomed.

The Role

The Senior Social Worker's role is a pivotal one within the Strengthening Families Team of our Adoption services and is key to ensuring PACT's professional practice continues to be delivered to a high standard.

The postholder's core function is to provide and manage the specialist placement support services for adopters and their children. As an experienced professional, the postholder is also responsible for coaching and mentoring less experienced practitioner(s), providing day to day support with cases as required.

This post forms part of our overall adoption support service that we offer to all our PACT adoptive families. The role itself is specifically set within our therapeutic social work support team (Strengthening Families Team).

As part of the Strengthening Families Team, this role will also involve the postholder carrying out some individually tailored and in person packages of therapeutic work with adoptive children and their adoptive parent/s.

The postholder will also get involved in helping to plan, set up and co-deliver some in-person therapeutic group work sessions (known as Adoptee Voices) on a regular basis. These groups are specifically set up for our older adoptive children/young people and they also form part of our wider adoption support offer.

Key Tasks

O	Safeguard and protect vulnerable adults and children in accordance with PACT's Policies and Procedures at all times
O	Undertake evidence-based post placement support assessments which provide a robust analysis and summary of the support needs that adopter(s) and their child/children may require
O	Provide therapeutic support, advice and guidance to families and children throughout their adoption journey. Families can be referred in for such support at any stage of their adoption journey from pre-placement, through to placement itself and then post placement through to Adoption Order and beyond
O	Be the designated 'skills and knowledge lead' within the department for a particular business function – in this case Placement Support for adopters. Share practices with colleagues in the department which benefit service users and PACT
O	Contribute to the development and evaluation of the service, including seeking user feedback and suggesting strategies for future practice
O	Work closely with the FACTS team (Family And Child Therapy Services) by helping to make and process new referrals. You may also be required to support FACTS with the tracking and progress of its funding applications and by ensuring that families are regularly supported and informed about where their funding application is at
O	Be the first point of contact to requests for placement support in 'closed cases' (i.e post Adoption Order)
O	Offer advice and support to PACT colleagues in adoption about placement support issues in open cases and provide expertise and guidance to adopters in the early stages of linking, matching and early placement as required
O	Provide support to recruitment activities for prospective adopters for example, information evenings and drop-in events when required. Participate in other PACT marketing events with others to promote adoption and provide information and guidance to potential future applicants
O	Be involved in preparation and training activities pre and post placement with other team members when required. In addition, takes part in monthly coffee mornings for PACT adopters and monthly support group evenings.
O	Co-ordinate and help to deliver a plan of support and training activities for adopters across all PACT sites post placement and/or post Adoption Order
O	Provide mentoring, advice and support to less experienced staff as directed by the Team Manager

O	Take part in a duty service providing useful and accurate information, answering queries, and informing of appropriate next steps
O	Maintain accurate, clear and up to date case records on CHARMS and provide reports and post placement social work assessments of needs to a high standard, as required
O	Represent PACT as appropriate in interactions with statutory and other voluntary agencies
O	Take responsibility for and be committed to personal and professional development and keep up to date with law, regulation, guidance, standards, Government policy and research relating to all aspects of the work – including adoption legislation and post placement adoption support services (including therapeutic knowledge and skills)
O	Undertake any other duties deemed commensurate with this post as directed by the line manager
O	Demonstrate and uphold PACT's commitment to equality, diversity and inclusion

Person specification

Essential	
O	A degree in social work or equivalent and registration with Social Work England (SWE)
O	A minimum of three years post qualification experience in adoption work and previous placement support experience in adoption
O	An understanding of child development and the impact on behaviour of interrupted development
O	Commitment to and enthusiasm for the aims of the organisation and uses this to positively and proactively represent and advocate for PACT
O	Effective interpersonal skills, developing productive working relationships with a wide range of stakeholders, service users and colleagues and adopts a collaborative working approach. Fluent in written and spoken English
O	Can respond flexibly to the requirements of the post and the needs of service users. Plans and balances priorities and co-ordinates activities, managing a varied workload to deadlines
O	Knowledge of current government policy and programmes for children and families in relation to adoption
O	Can produce comprehensive, accurate and detailed reports to deadlines

O	Proficient in use of Microsoft Office: Outlook, Word, Excel, database systems and virtual tools: Teams and Zoom
O	Role requires travel: Full UK driver's license and access to own car

Desirable	
O	Practice Educator qualification or a post qualification award
O	Counselling or therapeutic qualification or experience, ideally within adoption support
O	Previous experience of delivering presentations and training

PACT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. Anyone joining our team is subject to PACT's Safer Recruitment pre-appointment enquiries. These include the provision of documentation of the right to work in the UK, Disclosure Barring Service (DBS) check, overseas police check where applicable and references covering a minimum 5 year period. All opportunities are based in the UK.