

ROLE ADVERT



ROLE TITLE:	Senior Social Work Practitioner Fostering Team, Children's Social Services
ROLE TYPE:	Permanent Post ID: SCS273
GRADE:	Band J (£37,849 to £41,675)
HOURS:	37
WELSH LANGUAGE:	Skills are desirable but not essential
LOCATION:	Usk and in the Monmouthshire locality.



PURPOSE OF POST:

You will be responsible for leading the day to day running of the Placement & Support team (fostering) including, leading a team of Social Workers. The service continues to develop and grow, therefore this is an exciting post for someone who wants to continue with this great work being part of the management team.

We are looking for someone who can deliver a high level of expertise and professional competence, who can offer fantastic support to the Social Workers they work with and someone who will love working together with our amazing team of foster carers and families across Monmouthshire.

If you are passionate about improving the lives of children, young people and families in Monmouthshire and want to be part of the fostering team please apply.

A full job description and person specification can be found below.

Should you require any further information regarding this post, please contact: Tracey Arnold, Team Manager, email traceyarnold@monmouthshire.gov.uk

Closing Date: 12 noon on Monday 13th May 2019

Application forms can be completed online or down loaded via:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

FOSTERING.
ONE SMALL STEP FOR YOU,
ONE GIANT LEAP FOR THEM.

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ROLE PROFILE

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RESPONSIBLE TO: Team Manager

Placement and Support Team.....Who are we?

Our Purpose:-

- We attract, recruit, assess and support foster carers and supported lodging providers
- We find placements for children and young people who are looked after or are care leavers
- We provide support to Special Guardians

The Purpose of this Role:-

To lead the day to day responsibilities of the Placement & Support team (fostering), including duty service, recruitment, assessment and support, offering a high level of expertise and professional competence.

This post will include supervision of staff within the fostering team as well as maintaining a close relationship all foster carers and families.

Your responsibilities are to:-

- Provide a high quality of professional social work knowledge and expertise to a team of social workers, to include supervision, group meetings, assisted fieldwork, attendance in court if required, case audits and reviews to assist the team in ensuring that it carries out its core tasks to a high standard.
- Provide coaching and mentoring support to social workers, including those undertaking post qualifying training, to support and further their professional knowledge and development to impact upon the overall quality of practice within teams.
- Attend court, where appropriate, to assist the team in ensuring that key professional input and expertise is provided to high profile and sensitive cases.

- Provide social work supervision to ensure that all foster carers are trained, supervised and developed in order to maximise the support they provide to our children and young people.
- To creatively work alongside Monmouthshire Foster Carers to develop ongoing, meaningful participation and engagement within the whole fostering service, whilst ensuring that foster carers feel valued, part of the Monmouthshire team and have the tools for the job.
- To assist with the recruitment of carers.
- To advise and support Monmouthshire Fostering Panel when required.
- Liaise regularly with colleagues throughout the Directorate to ensure social work staff deliver existing and new practices consistently and to a high standard across the Directorate.
- Responsible for systems and processes that measures and monitors quality assurance and performance across the team.
- Contribute to the development of new initiatives through attendance on working groups, multi-agency forums, training courses etc and act as lead for identified work streams within Directorate initiatives, i.e: Fostering project board, National Fostering Framework
- Maintain awareness of changes in legislation and related policies and practices and ensure all social work staff are informed of these changes to enable consistent and timely implementation.
- To assist the team manager in the promotion of good professional practice amongst team members and to deputise in the team manager's absence.
- To ensure the provision of a high standard of record keeping, necessary administration and collection of data within the team, consistent with Departmental policies and guidance.
- To undertake training and development which is appropriate to the level of expertise required of the post holder.
- To maintain safe working practices for self and others, in accordance with the authority's policy statement on Health and Safety at Work.
- To actively support and implement the principles and practice of equality of opportunity as lead down in the Council's Equal Opportunities Policy.
- Play a key role in the ongoing service development as part of the Management team. This will involve a flexible leadership style, sharing knowledge and experience across areas and a strong emphasis on team work.

Here's what we can provide you with:-

- Opportunities to practice creatively and to develop the service in an innovative and dynamic way
- Support & Supervision to develop as a practitioner
- Opportunity to be part of an exciting and energetic service development programme

- You will be working across the beautiful countryside of Monmouthshire in a flexible and agile way.

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

In addition:

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check and two suitable written references before appointment.

The authority is committed to safeguarding and promoting the welfare of children and young people and adults at risk of harm and expects all employees and volunteers to share this commitment.

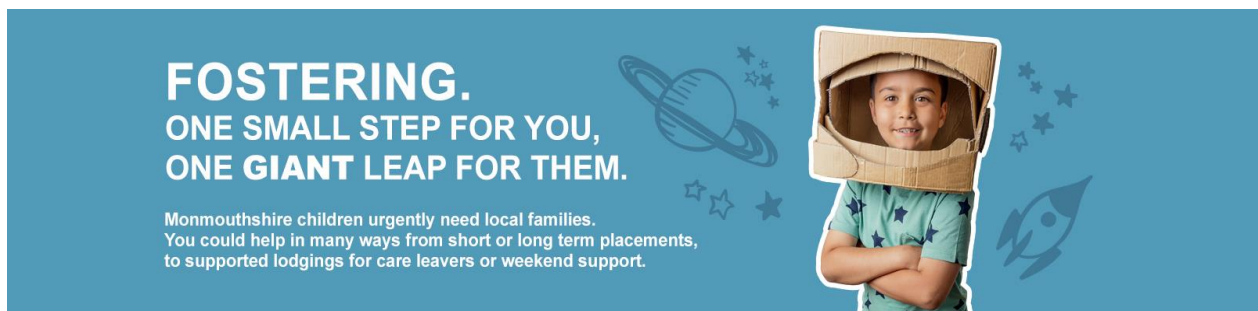
All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

Completed paper application forms should be returned to the following address:-
Employee Services, Monmouthshire County Council, PO BOX 106, CALDICOT, NP26 9AN



Should you require any further information regarding this post, please contact: Tracey Arnold, email: traceyarnold@monmouthshire.gov.uk

Closing Date: 12 Noon on Monday 13th May 2019



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Person Specification			
How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-	WEIGHTING HIGH/MEDIUM/LOW	HOW TESTED	
1. EDUCATION/QUALIFICATION KNOWLEDGE			
1.1 Recognised Social Work Qualification	HIGH	APPLICATION FORM AND INTERVIEW	
1.2 High level working knowledge of current relevant legislative framework and national policy	HIGH		
1.3 Evidence of commitment to continued professional development	HIGH		
1.4 Expertise and understanding of child development and attachment theory	HIGH		
1.5 Understanding/knowledge of fostering, and children and family issues as appropriate to work setting	HIGH		
2. EXPERIENCE			
2.1 Relevant post qualifying experience of working within a statutory fieldwork team working with complex family situations	HIGH		
2.2 Working in partnership with other agencies and building effective working relationships	HIGH		
2.3 Chairing meetings	MEDIUM		
2.4 Previous experience of providing consultation, mentoring and developing qualified staff/Social Work Assistants or equivalent	MEDIUM		
3. APTITUDE AND SKILLS			
3.1 Organisational skills including recording skills and use of I.T.	HIGH		
3.2 Excellent assessment skills	HIGH		
3.3 Demonstrate a high standard of direct work skills with children, families and foster carers including SGO	HIGH		
3.4 Ability to quality assure through supervision, case audit and review to ensure high standards of practice and meeting timescales within the team.	HIGH		
3.5 Ability to support data collection processes, analysis its content and incorporate into service development	HIGH		
3.6 Ability to assess effectively the performance and development needs of social work staff and foster carers	HIGH		
3.7 Effective negotiating and interpersonal skills including the ability to manage conflict	HIGH		
3.8 Identify, attain and maintain high levels of practice	HIGH		
3.9 Able to work with team manager towards shared goals for the team	HIGH		
3.10 Leadership skills	HIGH		
3.11 Ability to work within an Equal Opportunities, non-discriminatory framework	HIGH		
4. PERSONAL ATTRIBUTES			
4.1 Commitment to personal and professional development	HIGH		
4.2 Possess a genuine commitment to the involvement of children, young people, families and foster carers	HIGH		
4.3 Understand and respect the principles of confidentiality	HIGH		
4.4 Enthusiastic	HIGH		
4.5 Innovative, creative and flexible	HIGH		
5. SPECIAL CIRCUMSTANCES			
5.1 Current, full driving licence and have access to a car for which the agreed MCC mileage allowance will be paid	HIGH		
5.2 Registered with the Care Council for Wales	HIGH		
5.3 Appointment to this post will be subject to an Enhanced Disclosure check with the DBS	HIGH		
6. EQUAL OPPORTUNITIES			
6.1 Willingness to promote positively the Equal Opportunities and Anti-discrimination policies of the County Council	HIGH		



HYSBYSEB RÔL

TEITL Y RÔL:	Uwch Ymarferydd Gwaith Cymdeithasol Tîm Maethu, Gwasanaethau Cymdeithasol i Blant
MATH O RÔL:	Parhaol Rhif Adnabod y Swydd: SCS273
GRADD:	Band J (£37,849 to £41,675)
ORIAU:	37 Awr yr Wythnos
IAITH GYMRAEG:	Sgiliau yn ddymunol ond nid yn hanfodol
LLEOLIAD:	Brynbuga ac ardaloedd Sir Fynwy.

PWRPAS Y RÔL:

Byddwch yn gyfrifol am arwain o ddydd i ddydd Tîm Lleoli a Chymorth (maethu) gan gynnwys arwain tîm o Weithwyr Cymdeithasol. Mae'r gwasanaeth yn parhau i ddatblygu a thyfu, ac felly, mae hon yn rôl gyffrous i rywun sydd am barhau gyda'r gwaith gwych hwn a bod yn rhan o'r tîm rheoli.

Rydym yn chwilio am rywun sydd yn medru darparu lefel uchel o arbenigedd a chymhwysedd proffesiynol, sydd yn medru cynnig cefnogaeth ffantastig o'r Gweithwyr Cymdeithasol y maent yn gweithio gyda hwy a rhywun sydd yn mynd i fod wrth ei fodd yn gweithio gyda'n tîm anhygoel o ofalwyr maeth a theuluoedd ar draws Sir Fynwy.

Os ydych yn angerddol ynglŷn â gwella bywydau plant, pobl ifanc a theuluoedd yn Sir Fynwy ac yn dymuno bod yn rhan o'r tîm maethu, ewch ato i wneud cais os gwelwch yn dda.

Mae swydd-ddisgrifiad lawn a'r manyleb person i'w canfod isod.

Os ydych angen unrhyw wybodaeth bellach am y rôl hon, cysylltwch os gwelwch yn dda gyda: Tracey Arnold, Rheolwr Gwasanaeth e-bost traceyarnold@monmouthshire.gov.uk

Dyddiad Cau: 12pm ar ddydd Llun, 13eg o Fai 2019

Gellir llenwi ffurflenni cais ar-lein neu eu lawrlwytho drwy fynd i:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

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PROFFIL RÔL

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ORIAU:	37 Awr yr Wythnos
IAITH GYMRAEG:	Sgiliau yn ddymunol ond nid yn hanfodol
LLEOLIAD:	Brynbuga ac ardaloedd Sir Fynwy.

YN ATEBOL I: Rheolwr Tîm

Tîm Lleoli a Chynorthwyo..... Pwy ydym ni?

Ein Pwrpas:-

- Rydym yn recriwtio, asesu a'n cynorthwyo gofalwyr maeth a darparwyr llety â chymorth,
- Rydym yn chwilio am lefydd i blant a phobl ifanc sydd yn derbyn gofal neu'n gadael gofal
- Rydym yn darparu cymorth i Warcheidwaid Arbennig

Pwrpas y Rôl hon:-

I arwain holl gyfrifoldebau'r tîm Lleoli a Chynorthwyo (maethu) o ddydd i ddydd, gan gynnwys dyletswyddau'r gwasanaeth, recriwtio, asesu a chynorthwyo, cynnig lefel uchel o arbenigedd a chymhwysedd proffesiynol.

Bydd y swydd yn cynnwys goruchwyllo staff o fewn y Tîm Maethu, ynghyd â chynnal perthynas agos gyda'r holl ofalwyr maeth a theuluoedd.

Bydd eich cyfrifoldebau yn cynnwys:-

- Darparu ansawdd uchel o wybodaeth ac arbenigedd ym maes gwaith cymdeithasol i dîm o weithwyr cymdeithasol gan gynnwys goruchwyllo, cyfarfodydd grŵp, cynorthwyo gyda gwaith maes, mynychu'r llys, archwilio achosion a chynnal adolygiadau er mwyn cynorthwyo'r tîm i sicrhau ei fod yn ymgymryd â'i dasgau craidd hyd at safon uchel.
- Darparu hyfforddiant a mentora i gefnogi gweithwyr cymdeithasol, gan gynnwys y rhai hynny sydd yn cwblhau hyfforddiant ôl-gymhwyso er mwyn gwella eu dealltwriaeth broffesiynol a'u datblygiad fel bod modd gwella ansawdd y practis o fewn y timau.
- Mynychu'r llys, a lle bo'n briodol, cynorthwyo'r tîm er mwyn sicrhau bod y gweithwyr proffesiynol yn cynnig mewnbwn ac arbenigedd i achosion uchel eu proffil ac yn sensitif.

- Darparu goruchwyliaeth gwasanaethau cymdeithasol i staff sydd yn sicrhau bod achosion yn cael eu datblygu a phenderfyniadau amserol yn cael eu gwneud.
- Goruchwyllo staff er mwyn sicrhau bod yr holl ofalwyr maethu yn cael eu hyfforddi, goruchwyllo a'u datblygu er mwyn manteisio i'r eithaf ar y cymorth y maent yn medru darparu i'n plant a'n pobl ifanc.
- Gweithio yn greadigol ar y cyd gyda Gofalwyr Maeth Sir Fynwy er mwyn datblygu cyfranogiad ac ymgysylltiad parhaus, pwrpasol o fewn y gwasanaeth maethu tra hefyd yn sicrhau bod gofalwyr maeth yn cael eu gwerthfawrogi, yn rhan o dîm Sir Fynwy ac yn meddu ar y teclynnau ar gyfer y rôl.
- I helpu gyda recriwtio gofalwyr.
- I gynorthwyo a chefnogi Panel Maethu Sir Fynwy fel angen.
- Gweithio'n agos a chyson gyda chydweithwyr yn y Gyfarwyddiaeth er mwyn sicrhau bod staff gwaith cymdeithasol yn cynnig practis cyfredol a newydd sydd yn gyson ac o safon uchel ar draws y Gyfarwyddiaeth.
- Yn gyfrifol am systemau a phrosesau sydd yn mesur ac yn monitro sicrwydd ansawdd a pherfformiad ar draws y tîm.
- Cyfrannu at ddatblygiad mentrau newydd drwy fynychu grwpiau gwaith, fforymau aml-asiantaeth, cyrsiau hyfforddi ayyb ac arwain ar fentrau arbennig yn y Gyfarwyddiaeth h.y. bwrdd prosiect maethu, Fframwaith Maethu Cenedlaethol
- Cynnal ymwybyddiaeth o newidiadau mewn deddfwriaeth a pholisïau perthnasol a'n sicrhau bod yr holl staff gwaith cymdeithasol yn cael gwybod am y newidiadau yma er mwyn sicrhau eu bod yn cael eu gweithredu yn gyson ac yn amserol.
- Cynorthwyo'r rheolwr tîm i hyrwyddo practis proffesiynol da ymhlith aelodau o'r tîm a dirprwyo ar ran y rheolwr tîm pan fydd yn absennol.
- Sicrhau darpariaeth safon uchel o ran cadw cofnodion, y weinyddiaeth angenrheidiol a chasglu data o fewn y tîm yn gyson gyda pholisïau a chanllawiau'r Adran.
- Manteisio ar gyfleoedd hyfforddi a datblygu sydd yn briodol i lefel yr arbenigedd sydd angen ar y deiliad swydd.
- Cynnal arferion gweithio diogel i chi'ch hun ac eraill, yn unol gyda datganiad polisi'r awdurdod ar lechyd a Diogelwch yn y Gweithle.
- Cefnogi a gweithredu egwyddorion a phraxis cyfle cyfartal fel sydd wedi eu hamlinellu ym Mholisi Cyfle Cyfartal y Cyngor.
- Chwarae rôl allweddol yn natblygiad parhaus y gwasanaeth fel rhan o dîm Sir Fynwy. Nydd hyn yn cynnwys dull arwain hyblyg, rhannu gwybodaeth a phrofiad ar draws meysydd a phwyslais cryf ar weithio fel tîm.

Dyma'r hyn y mae modd i ni ddarparu i chi:-

- Cyfleoedd i fabwysiadu practis creadigol ac i ddatblygu'r gwasanaeth mewn modd arloesol a deinamig
- Cymorth a Goruchwyliaeth ddatblygu fel ymarferydd

- Cyfle i fod yn rhan o raglen datblygu gwasanaeth cyffrous ac egnïol
- Byddwch yn gweithio ar draws ardaloedd gwledig Sir Fynwy mewn modd hyblyg.

Beth arall sydd angen i chi wybod.....Dyma Werthoedd Cyngor Fynwy:

- Tryloywder: Rydym am geisio bod yn agored ac onest er mwyn datblygu perthynas lle y mae pobl yn medru ymddiried yn ei gilydd.
- Tegwch: Rydym am geisio cynnig dewis teg, cyfleoedd a phrofiad ac i ddod yn fudiad lle y mae'r naill yn parchu'r llall.
- Hyblygrwydd: Rydym am geisio bod yn hyblyg wrth feddwl a gweithredu er mwyn dod yn fudiad effeithiol ac effeithlon.
- Gwaith tîm: Rydym am geisio gweithio gyda'n gilydd er mwyn rhannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd er mwyn cyflawni ein hamcanion.

Yn ychwanegol at hyn:

Caiff penodiad i'r swydd hon ei eithrio o Ddeddf Adsefydlu Troseddwyr ac mae'n amodol ar Wiriad Datgeliad Estynedig a dau eirda ysgrifenedig addas cyn medru apwyntio.

Mae'r awdurdod wedi ymrwymo i ddiogelu a hyrwyddo lles plant a phobl ifanc ac oedolion sydd mewn peryg o niwed ac yn disgwyl i'r holl gyflogeion a gwirfoddolwyr i rannu'r ymrwymiad hwn.

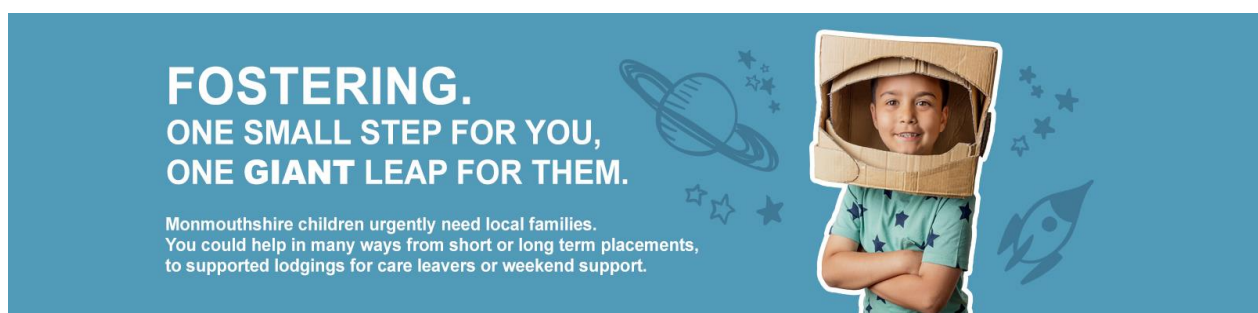
Mae'r holl weithwyr yn gyfrifol am sicrhau eu bod yn ymddwyn bob tro mewn ffordd sydd yn gyson â Pholisi Cyfle Cyfartal Sir Fynwy yn eu meysydd perthnasol ac yn eu hymddygiad cyffredinol.

Mae Cyngor Sir Fynwy yn gweithredu polisi Dim Ysmygu yn y Gweithle ac mae disgwyl i'r holl weithwyr gydymffurfio gyda hyn.

Ar ôl eu llenwi, dylid dychwelyd ffurflenni cais papur i'r cyfeiriad canlynol:
Gwasanaethau Pobl, Cyngor Sir Fynwy, Blwch SP 106, CIL-Y-COED, NP26 9AN

Os ydych angen unrhyw wybodaeth bellach am y rôl hon, cysylltwch os gwelwch yn dda gyda: Tracey Arnold e-bost traceyarnold@monmouthshire.gov.uk



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Manyleb Person

Sut fyddwn yn gwybod os mai chi yw'r person cywir ar gyfer y rôl hon? Fel yr ymgeisydd llwyddiannus, byddwch wedi arddangos y canlynol:-	PWYSOLI UCHEL/CANOLIG/ ISEL	SUT Y CAIFF HYN EI BROFI
1. ADDYSG/CYMWYSTERAU/GWYBODAETH /		
1.1 Cymhwyswr Gwaith Cymdeithasol cydnabyddedig	UCHEL	FFURFLEN GAIS A CHYFWELIAD 
1.2 Lefel uchel o ddealltwriaeth o fframwaith ddeddfwriaeth berthnasol a pholisi cenedlaethol cyfredol	UCHEL	
1.3 Tystiolaeth o ymrwymiad at ddatblygiad proffesiynol parhaus	UCHEL	
1.4 Arbenigedd a dealltwriaeth o ddatblygiad plentyn a'r theori 'atodi'	UCHEL	
1.5 Dealltwriaeth/gwybodaeth o faethu a materion plant a theuluol sydd yn briodol i'r amgylchiadau	UCHEL	
2. PROFIAD		
2.1 Profiad ôl-gymhwyso perthnasol o fewn tîm maes statudol yn gweithio ar sefyllfaoedd teuluol cymhleth	UCHEL	
2.2 Gweithio mewn partneriaeth ag asiantaethau eraill ac adeiladu perthynas waith effeithiol	UCHEL	
2.3 Cadeirio cyfarfodydd	CANOLIG	
2.4 Profiad blaenorol o ddarparu cyngor, mentora, a datblygu staff cymwys/Cynorthwywyr Gwaith Cymdeithasol neu gyfatebol	CANOLIG	
3. DONIAU A SGILIAU		
3.1 Sgiliau trefnu gan gynnwys sgiliau cofnodi a defnyddio TG	UCHEL	
3.2 Sgiliau asesu ardderchog	UCHEL	
3.3 Yn arddangos safon uchel o sgiliau gweithio gyda phlant, teuluoedd a gofalwyr maeth gan gynnwys SGO	UCHEL	
3.4 Yn gallu cynnal sicrwydd ansawdd drwy oruchwylio, archwilio achosion ac adolygu er mwyn sicrhau safonau uchel o bractis o fewn y tîm.	UCHEL	
3.5 Yn gallu cefnogi'r broses o gasglu data, dadansoddi'r cynnwys ac ymgorffori hyn i mewn i ddatblygiad y gwasanaeth.	UCHEL	
3.6 Yn gallu asesu perfformiad ac anghenion datblygiad y staff gwaith cymdeithasol yn effeithiol	UCHEL	
3.7 Sgiliau negodi a rhyngbersonol ardderchog gan gynnwys y gallu i reoli gwrthdaro	UCHEL	
3.8 Canfod, dysgu a chynnal lefelau uchel o bractis	UCHEL	
3.9 Yn gallu gweithio gyda'r rheolwr tîm tuag at gyflawni amcanion cyffredinol y tîm	UCHEL	
3.10 Sgiliau arwain	UCHEL	

3.11 Yn gallu gweithio o fewn fframwaith Cyfle Cyfartal, na sy'n gwahaniaethu	UCHEL	
4. RHINWEDDAU PERSONOL		
4.1 Ymrwymiad at ddatblygiad personol a phroffesiynol	UCHEL	
4.2 Meddu ar ymrwymiad diffuant i ymgyfraniad defnyddwyr gwasanaeth a gofalwyr	UCHEL	
4.3 Deall a pharchu egwyddorion cyfrinachedd	UCHEL	
4.4 Brwdfrydig	UCHEL	
4.5 Arloesol, creadigol a hyblyg	UCHEL	
5. AMGYLCHIADAU ARBENNIG		
5.1 Yn meddu ar drwydded yrru lawn a char a byddwn yn talu'r lwfans teithio yn unol â pholisi Cyngor Sir Fynwy	UCHEL	
5.2 Wedi cofrestru gyda Chyngor Gofal Cymru	UCHEL	
5.3 Bydd penodiad i'r swydd yma yn amodol ar Wiriad Datgeliad Estynedig gyda'r Gwasanaeth Datgelu a Gwahardd	UCHEL	
6. CYFLE CYFARTAL		
6.1 Parodrwydd i hyrwyddo, mewn modd positif, polisiau Cyfle Cyfartal a Gwrthwahniaethu'r Cyngor Sir	UCHEL	