

<b>Job Title</b>	Link Social Worker
<b>Responsible To</b>	Social Work Team Manager
<b>Location</b>	East County Limerick / South County Tipperary
<b>Hours</b>	35 Hours Per Week
<b>Overall Purpose</b>	To promote and maintain quality care in a family setting

### Core Tasks

- Responsibility for the support and supervision of foster carers within the geographical area
- To develop foster carers in their role through facilitation of carer groups, training and other developmental activities
- To work with the Team Manager to further develop and grow the service in the area
- To contribute to the ongoing development of the FFI business strategy

### Support and Supervision of foster carers

- To provide regular support and supervision to foster families in line with national standards and agency policy.
- To facilitate monthly carer groups as well as the delivery of core training modules
- To monitor and review carer competence ensuring the provision of quality foster placements to meet the needs of children and young people
- To work collaboratively with the placements team to negotiate the placement of children; assisting in the identification and matching of a suitable placement, in consultation with the Tusla, foster carers, and the child/young person where possible.
- Deliver Link Social Work support in collaboration with other disciplines/agencies as required to reflect the needs of children and foster carers.
- To monitor foster placements and ensure that children's needs are being met in line with care planning.
- To maximise carer utilisation and ensure placement numbers align with carer capacity
- To contribute to meetings in relation to the child in placement ensuring the representation of foster carers views and the needs of the child in placement
- To identify and respond to unmet need and escalate in line with agency policy and practice
- To support and promote children's participation in decision making that influences their lives.
- To support foster carers in preparing children and young people for transition from their care to independence
- To participate in the on call rota to support the provision of 24 hour support service to foster carers

### Child Protection and Safeguarding

- Ensure that the protection of children and the promotion of their welfare is given absolute priority in line with relevant legislation
- Ensure adherence to child protection procedures and legislation
- Ensure that foster carers understand their responsibility in relation to child protection procedures and mandated reporting
- Ensure that all critical incidents/allegations/serious concerns and complaints are recorded and investigated, in line with FFI and Tusla child protection policy and procedure.

### **Social Work Practice**

- To support the development of FFI fostering services and practice ensuring the consistent delivery of a professional, supportive and high quality service.
- To work in partnership within FFI's Key 2 Care Team framework to help identify and support the needs of the foster family and child in placement
- Actively participate as a member of the FFI Team in team building and development
- Take an active role in professional supervision, in accordance with agency policy
- Maintain standards of practice and levels of professional knowledge by participating in continuous professional development
- Engage in reflective practice
- Keep up to date with advances in social work research, national policies, strategies and international best practice
- Incorporate social work values and ethical principles in all aspects of the role
- Act as a resource by participating in the induction, education and training foster carers, social work colleagues and other staff members as required
- Participate in the practice education of social work students
- Promote a culture that values diversity and respect in the workplace

### **Compliance**

- Ensure that the service to foster carers and children is delivered in line with internal FFI policies, national standards, legislation, regulations and statutory requirements.
- Ensure that all records are maintained to a professional standard in line with FFI recording policy
- Write accurate, clear, concise and purposeful reports
- To ensure that foster carers understand and operate in line with agency policy, national standards and regulations
- Ensure that all children placed receive a copy of the FFI complaints procedure, that children/young people are advised of their rights, and assisted as necessary in the use of the Complaints Procedure.

### **Additional Duties:**

Due to the nature of certain job roles, the actual hours of work may differ from the standard Monday to Friday, 9am to 5pm and you will be expected to work in a flexible way and provide additional working time where necessary when tasks not specifically covered in the job description, have to be undertaken. For some posts, such as those directly working with carers and children or young people, this may include working in the evenings or at weekends on occasions.

1. The post holder will respond sensitively and professionally to the children, young people and families who work with FFI.
2. The post holder will be expected to undertake training and development deemed necessary for the pursuance of the post.
3. The post holder will be expected to reach a minimum basic standard of I.T. competence to be able to use company electronic systems effectively.
4. The post holder will be expected to ensure that Health and Safety is observed in the course of employment.
5. The post holder will be expected to ensure and comply with Equal Opportunities Policy and Procedure in all employment practices.
6. The post holder will be expected to comply with the no smoking policy in place.

7. The post holder will be expected to work effectively as part of the FFI team.
8. The post holder will be expected to participate in the development of FFI to meet its aims and objectives.
9. The post holder will be expected to uphold and promote the professional image of FFI and the Key Assets Group at all time.
10. The post holder will be expected to adhere to the principals of the Data Protection Legislation.
11. The post holder will be expected to demonstrate that the Key Assets Purpose and Pledges are at the centre of all they do.
12. The post holder will be expected to promote and maintain positive anti-racist, anti-sexist and multicultural practices.
13. Ensuring compliance with safeguarding procedures, throughout all work within the Company, keeping the Director informed of work in progress and informs the Director immediately of any child protection matter or serious complaint. Ensuring compliance with Child Protection Procedures with special reference to Children First Guidelines, Children First Act 2015 and reporting procedures.

**Please see full Person Specification below**

## Fostering First Ireland – Person Specification for Link Social Worker

***Note to Applicant:*** When completing your application form you should demonstrate the extent to which you have the necessary education, experience, knowledge and skills identified for the post.

	Essential (E) Desirable (D)	Short listed Criteria	Evidenced
<b>Education/Qualifications</b>			
<ul style="list-style-type: none"> <li>Must hold either NQSW or CQSW or equivalent and accredited to work in the ROI</li> </ul>	E	✓	Application Form
<ul style="list-style-type: none"> <li>Must be registered with CORU</li> </ul>	E	✓	Application Form
<b>Experience</b>			
<ul style="list-style-type: none"> <li>2 years post-qualification experience in Child and Family Social Work</li> </ul>	E	✓	Application Form
<ul style="list-style-type: none"> <li>A good understanding of IT</li> </ul>	E	✓	Application Form
<ul style="list-style-type: none"> <li>A proven track record in working with and or on behalf of children, respecting and maintaining their individuality and promoting their positive development</li> </ul>	E	✓	Application Form
<ul style="list-style-type: none"> <li>Experience of working with Foster Carers</li> </ul>	D		Application Form
<ul style="list-style-type: none"> <li>Assessment of Foster Carers</li> </ul>	D		Application Form
<b>Knowledge</b>			
<ul style="list-style-type: none"> <li>A good working knowledge of relevant legislation including: Child Care Act 1991 and related regulation or guidance, Children First Act 2015. National Standards in Foster Care 2003. Adoption law, an understanding of the role of children's Social Workers; Knowledge of the role of other agencies in particular, Health and Education; Knowledge of the growth and development of children</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>A sound knowledge of child protection procedures</li> </ul>	E		Interview
<b>Personal Skills</b>			
<ul style="list-style-type: none"> <li>Ability to work with a degree of autonomy, in a flexible and creative manner, within the agencies policies and procedures</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>Ability to work in partnership with placing Tusla areas</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>Report writing skills</li> </ul>	E		Interview

Miscellaneous			
<ul style="list-style-type: none"> <li>Participation in an 'On Call' service for Carers out of office hours</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>Prepared to be flexible regarding working hours including evening and week-end working</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>Extensive travel is required within the FFI area</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>Full current Driving Licence and have the use of a car.</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>A commitment to Equal Opportunities in all work practices</li> </ul>	E		Interview
<ul style="list-style-type: none"> <li>Live in the specified required area</li> </ul>	E		Application form / interview