

# Life-changing leadership starts here

Deputy consultant social worker role guide



Delivered by  
**Frontline**

# Help train the next generation of social workers

**Frontline** is a charity working with social workers like you to make life better for children at risk of harm. **Approach Social Work** is our three year masters programme, building a new, diverse generation of social workers.

Our **deputy consultant social workers** play a pivotal role at the heart of this programme. You will help our students to blend learning and practice and role model how to apply the theory they learn in real-life settings.

At the same time, you'll continue to develop your own practice skills, while also gaining practice education experience.

All throughout, we'll provide tailored training and be here to support you on every step of the journey.

We would love to receive your application to this role.



# Why be a deputy CSW?



Gain experience in management and teaching



Influence and shape practice, and practice education, across your local authority



Access a high quality CSW Leadership Development Programme of 15 days over 10 months, delivered by top practice experts and systemic trainers



Demonstrate through a portfolio of work that you meet the Practice Educator Professional Standards (Stage 1)



Join a growing network of pioneering social workers shaping a new model of social work delivery



Receive support and mentoring from one of Frontline's practice tutors

# Person specification

To be eligible for the Deputy CSW role you need to:

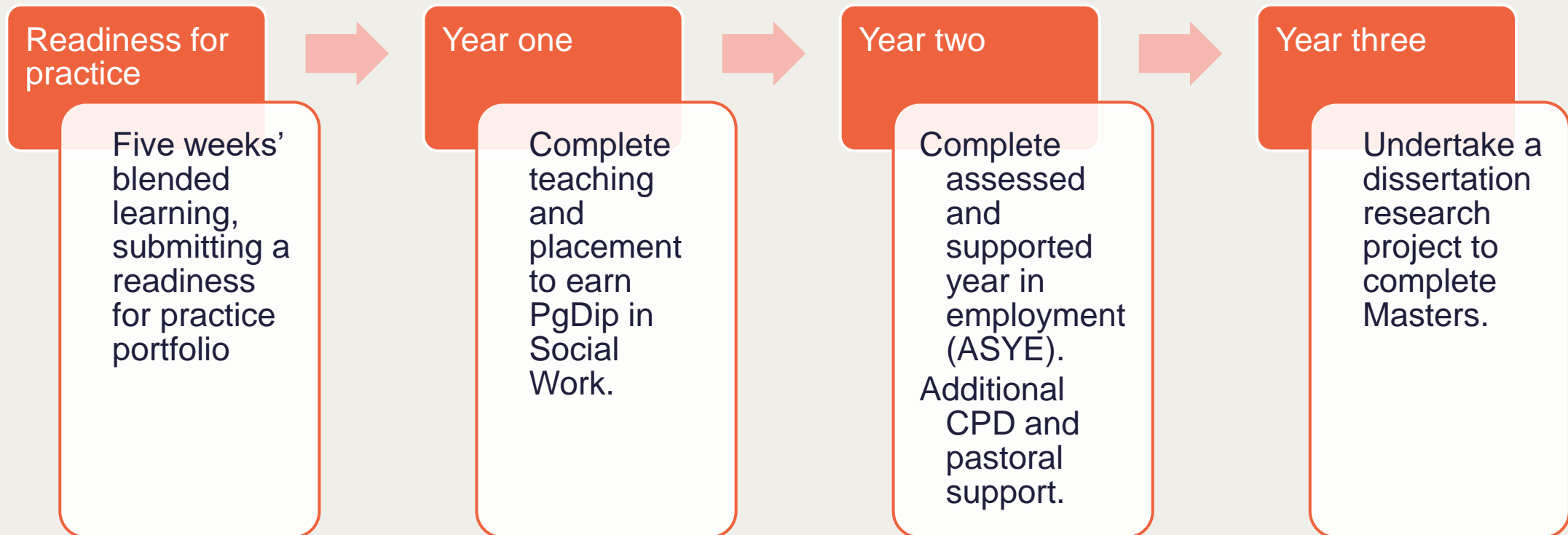
- be a SWE registered social worker (permanent),
- have experience working in child protection social work, and
- have at least two years of social work experience after qualification.

There is no requirement that you have a systemic qualification or prior systemic training. Similarly, you do not need to have been a practice educator or manager of social workers.

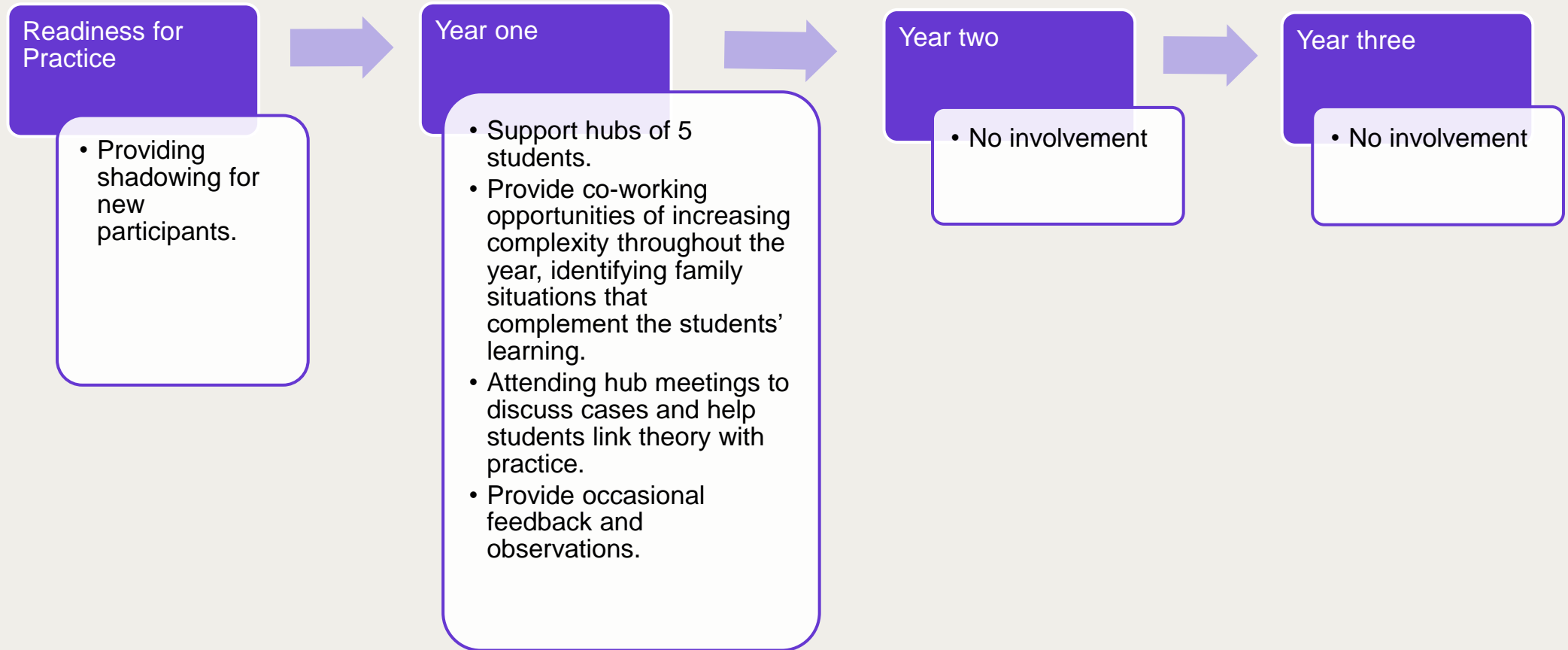
All our activity and teaching as a charity has a strong focus on anti-discriminatory practice and inclusion. We cannot develop excellent social work practice and leadership without including a wide variety of voices, experiences and backgrounds. Therefore, we are actively seeking applicants from racialised minority groups for this role.



# What is Approach Social Work?



# Where does the Deputy CSW fit in?



# What does a Deputy CSW do?

## Practice Expert

- Offer shadowing and co-working opportunities, consistently modelling outstanding social work practice by identifying and managing risk, being curious and analytical, hypothesising, building strong relationships and using evidence-based interventions to help families change.
- Provide support and guidance to participants in collaboration with the consultant social worker.
- Support students to develop leadership qualities in practice, building on their leadership training, encouraging participants to set a vision with families, coordinating professional networks toward a common goal, and working effectively with conflict.

## Leadership

- Be a point of contact for students, working collaboratively with the CSW to create a supportive learning experience.
- Support the integration of the hub and individual students into the wider team, including the initial induction at the beginning of placement.
- Debrief with students after joint visits, ensuring they receive high quality feedback.
- Support the CSW by raising any concerns about the students' progress in a timely and appropriate way.

# What does a Deputy CSW do?

## Practice Education

- In collaboration with the CSW, create good learning opportunities for students through shadowing and co-working.
- Alongside the CSW, you will use your judgement to expose participants to increasingly complex and varied work with children and families at the appropriate level.
- Regularly attend and on occasion chair hub meetings, supporting the students to apply the practice models they have learnt in family discussions and work with children and families.
- Provide supervision for the students regarding children and families that are being co-worked.
- Offer to conduct direct observations and assessments of student's practice.
- Occasionally provide feedback reflective logs and reflections on service user feedback throughout the year.
- Use your insight and understanding of the students' practice to support the CSW with progress reviews and assist in the development of at least one student Practice Development Plan.

If you'd like more information about the Deputy CSW role, or the CSW training programme, visit our website [here](#).



# How do I apply?



## 1. Complete an application form

Follow [this link to complete an online application form](#)

## 2. Anonymous scoring

The panel will anonymously score the applications. These scores will be carried forward and considered in the overall hiring decision, should you be progressed to the next stage.

## 3. Attend an interview

If successful, you will be asked to complete a role play and interview.

If you have any questions about the role, contact us at [partnerships@thefrontline.org.uk](mailto:partnerships@thefrontline.org.uk). You can also visit our [website](#) for more information.

Throughout our recruitment process we will be assessing the following competencies:

**Practice skill and knowledge**  
**Analysis and decision making**  
**Communication**  
**Developing and assessing practice**  
**Supervision and leadership**  
**Organisation and planning**  
**Reflexivity**  
**Motivation**