

Life-changing leadership starts here

Consultant social worker job pack



Approach
Social Work

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 **consultant social workers** play a pivotal role at the heart of this programme. As the practice educator for new student social workers, you will help them to blend learning and practice, and 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 management and 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 CSW?



Step up to a management-level role without leaving practice



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



Access a high quality CSW leadership development programme, delivered by top practice experts and systemic trainers



Demonstrate through a portfolio of work that you meet the Practice Educator Professional Standards (Stage 2)



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 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.

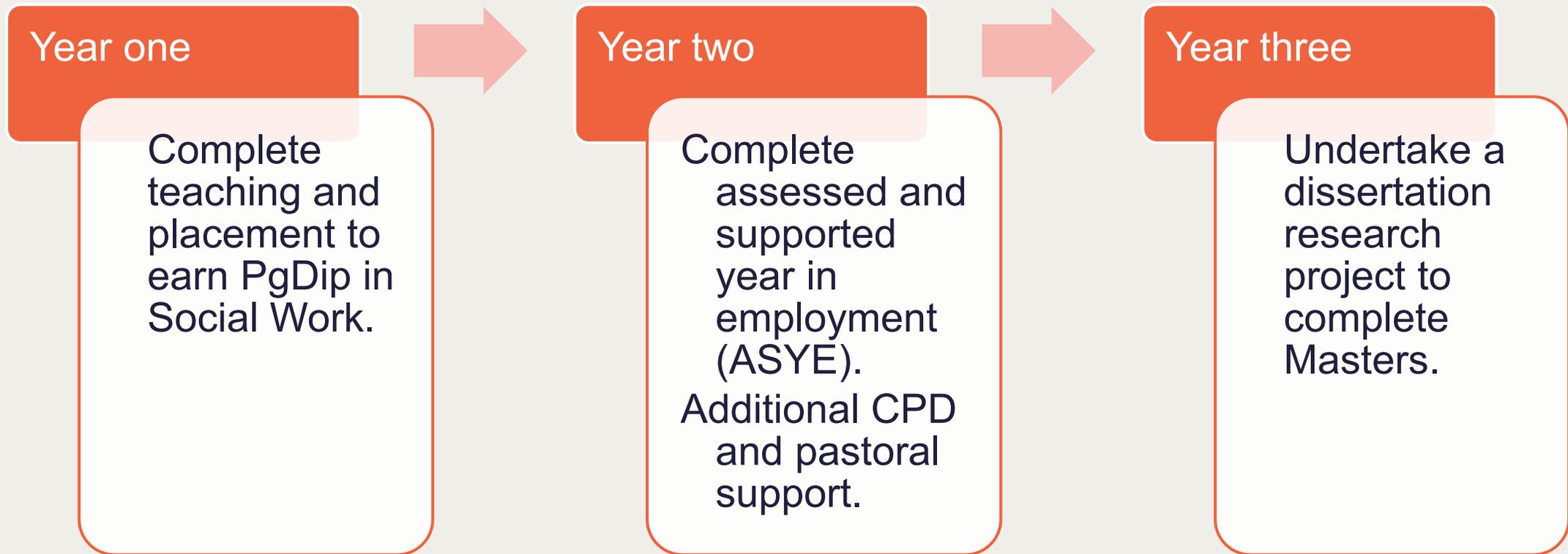
There is no requirement that you have a systemic qualification or prior systemic training. Similarly, you do not need to have been a practice educator or manager of social workers. The CSW role is a full-time position, employed by the local authority.

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.

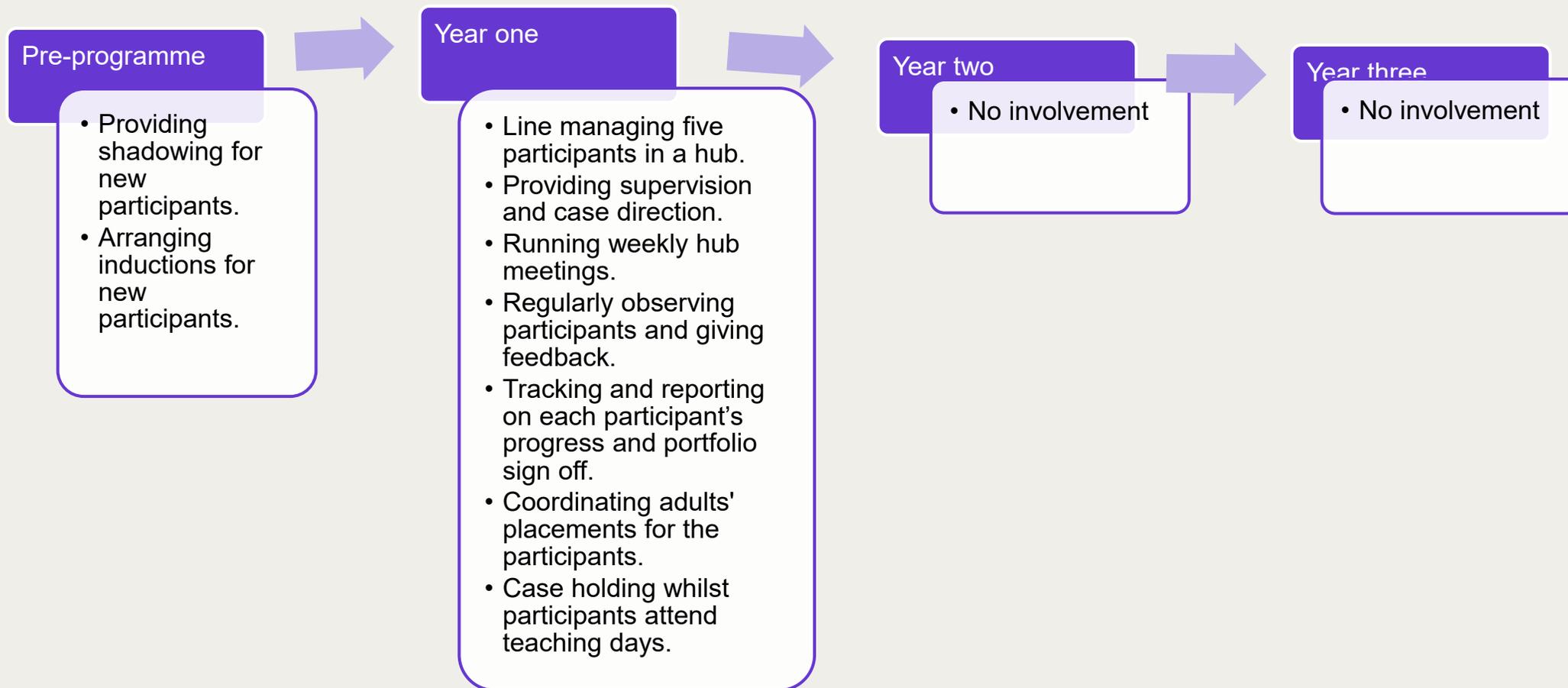
Further requirements may be listed by the local authority.



What is Approach Social Work?



Where does the CSW fit in?



What does a CSW do?

Management and leadership

- Line manage the students in the hub, with management and day to day responsibility of the students in the local authority.
- Lead the weekly hub meetings which: incorporate systemic thinking about families, encourage the students to hold multiple hypotheses, and encourage peer challenge and critical reflection in decision making.
- Hold regular one-to-one supervision with students, encouraging reflexive practice and self-awareness.
- Where performance issues arise, you will address these in a professional way, holding high standards whilst supporting the student to resolve issues.
- Manage the workflow and allocation of work with children and families coming into the hub.
- In conjunction with Frontline, organise the logistics and planning required for the student hub to operate smoothly.
- Ensure all elements of the practice assessments are completed in a timely fashion and regular deadlines are met by students throughout the year.

What does a CSW do?

Practice educator

- Create valuable learning opportunities for students by identifying appropriate children and families for the hub to work with throughout the year.
- Provide ongoing support and guidance to students for the children and families they work with.
- Use your judgement to expose students to increasingly complex and varied casework at the appropriate level whilst increasing their autonomy as they demonstrate progress.
- Support the students to apply the practice models they have learnt in discussions and work with children and families.
- Regularly observe the students in their direct work with families, giving developmental feedback.
- Assess whether the students have met the relevant elements of the professional capabilities framework.
- Track and report on each student's progress through the programme.
- Be the named case holder of all children and families assigned to your hub, holding responsibility for ensuring statutory requirements of the hub's cases are complied with and holding responsibility for decisions in case work.
- [More information about the role](#)

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 your application. We will consider these scores in the overall hiring decision, should you progress 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. 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

