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**Job Description**

**Job Title:** Business Development Supervising Social Worker **Reporting To:**

Assistant Manager/Registered Manager

**Location**: Office Based with remote working **Salary Range:** £DOE

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We have a new opportunity for a Business Development Supervising Social Worker to support with the a case load of families whilst assisting with development and growth of the region. Through training, coaching and modelling, alongside the Assistant Regional Manager and Registered Manager, the Business Development Social Worker will help to further promote the organisation internally and externally, whilst embeddding our fostering practices with internal and external statekholders.

The successful candidate will ideally be an experienced social work practitioner who will play a pivotal role in supporting families hold experience of developing and growing the region. Experience of supervising social workers and staff to develop both social work capabilities and individual development. The successful candidate will also have experience of completing initial fostering visits to prospective Foster Parents, Assessment of Prospective Foster Parent(s), alongside identifying, engaging with and promoting marketing opportunities.

 You will need to demonstrate the skill and ability to contribute towards improved outcomes for children and young people

**Role Purpose:**

The role of the Business Development Supervising Social Workerbuilds positive relationships between By the Bridge, the foster parent and the child’s social worker. It is a key role that helps the foster parent to sustain the child in placement and ensure outcomes for children are being met within the foster family. Along with undertaking the traditional role of the Supervising Social Worker, the Business Development element of the role will support with building the growth of families and promoting the business across the Region.

The Business Development Supervising Social Worker will work closely with key internal and external stakeholders, to enable foster parents to be informed, accept, understand and operate within the regulations and national minimum standards and in accordance with BtB policies and guidance. Working closely with the Registered Manager, Assistant Regional Manager and the Assessment and Marketing Team to facilitate initial visits and marketing events across the region.

Crucial to successful outcomes for children are positive working relationships between all the professionals around the child. The Business Development Supervision Social Worker’s role is a combination of monitoring and safeguarding on behalf of the children as well as supervising and supporting foster parents in their role; alongside promoting the organisation and engaging with prospective foster parents.

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**About By the Bridge:**

By the Bridge with Cambian is an innovative, dynamic, independent fostering organisation providing high quality foster care and services to children and their foster families.

We aim to create an environment where all people feel valued and can grow, develop and achieve their goals.  We work to ensure that By the Bridge with Cambian is an organisation, which thrives on the diversity of its staff, families and children, to ensure that we assist and care for those most vulnerable, and advocate with them, and on their behalf.

**Responsibilities:**

* To deputise for the Assistant Regional Manager.
* To provide supervision to a small team of Supervising Social Workers in line with the growth of the region.
* To monitor safeguarding incidents, ensuring that these are updated regularly and that records accurately reflect the most up to date status.
* To provide Practice Educator role for Student Social Worker(s)
* To prepare, submit and update Schedule 7 Ofsted Notifications.
* Work collaboratively with both internal and external key stakeholders to ensure effective running of our foster care services.
* Attend and support with weekly and monthly team and management meetings.
* Assist with providing information and data for management reports and safeguarding reports.
* To assist with the monitoring and managing of the branch expenditure versus budget.
* To be responsible for supervising and supporting a small complex caseload for foster parents and promoting the rights and safety of children.
* To ensure children’s wishes are sought regularly and acted upon by themselves and the foster parent.
* To ensure that By the Bridge with Cambian are meeting the expected indicators set out in the Fostering Regulations and National Minimum Standards with regards to the child’s health, and well-being, promoting social and emotional development, as well as providing support to manage their responses.
* To provide Supervising Social Worker duties for a small case of families.
* Work as part of a multi-disciplinary professional team around the child, this will include – attending meetings, completing reports and preparing assessments.
* To facilitate monthly support groups for fostering families.
* Promote and provide critical reflection, challenge and evidence-informed decision-making in complex situations.
* To complete initial visits with prospective Foster Parents across the Region
* To complete Form F Assessments for Prospective Foster Parents
* To engage with and promote marketing events and activities across the region to encourage the growth of suitable Fostering Families.
* To undertake and produce high-quality assessments and reports, for a specific caseload.
* To work in line with our policies and procedures, adhering to reporting and recording requirements.
* Participate in projects, groups and social work practice in the region.
* Chair meetings as required to include, but not exclusively; stability, team and complex review meetings.
* Maintain professional registration with regulatory social work body and ensure that you take personal responsibility for your own professional development.
* Respond to learning needs that emerge from audit, analysis and safeguarding board and serious case reviews locally and nationally.
* To promote and take part in developing the body of social work knowledge and research within and outside of the organisation, working in partnership to ensure that developments reflect the needs of front-line practice within the region.
* Attend and support with weekly and monthly team and management meetings.
* When required to assist with providing information and data for management reports, tenders and presentation.
* Regional travel will be required. Attendance at the Registered office and national travel on occasion.

**General Responsibilities:**

* To work in accordance with By the Bridge with Cambian policies and procedures.
* To contribute to the culture of By the Bridge with Cambian.
* To uphold and embody our values at all times, ensuring the protection of children is paramount
* To adhere to responsibilities under data protection, health and safety legislation and policies.
* To demonstrate a positive commitment to equalities and diversity.
* To undertake such other duties as may be reasonably expected or commensurate with your role.

**Person Specification:**

* Qualified and registered Social Worker
* Knowledge and awareness of Ofsted regulations and safeguarding
* Experience of working in fostering or therapeutic childcare environment
* Experience of completing initial visits with prospective Foster Parents and associated reports for this
* Experience of completing Form F Assessments
* Experience of engaging with and promoting marketing events in relation to Fostering.
* Ability to demonstrate professional curiosity, with confident and defendable decision making in arbitrating in complex ethical situations.
* Qualified Practice Educator to Level 2 for supervision of Student Social Workers or a willingness to engage with the qualification.
* Excellent communication skills (verbal and written)
* Flexible, with the ability to manage changing priorities.
* Organise and able to multi-task and meet deadlines.
* Supervisory and line management of staff (advantageous)
* Emotionally intelligent and good intuition
* Self motivated and works with a professional and positive demeanour
* Ability to organise and prioritise work, efficiently and effectively
* IT literate (specifically Word, Excel, Outlook)
* Database systems experience – advantageous

**Please note:** office based role in Thames Valley Region, with remote working

**Safeguarding Children:**

Safeguarding Children is central to all that By the Bridge with Cambian does. The Assistant Regional Manager role means that the Assistant Regional Manager is in a prime position to notice any actual or potential safeguarding concerns and must follow the By the Bridge with Cambian’s reporting procedure if they have any cause to be worried about a child’s well-being. The Assistant Regional Manager will be required to undertake mandatory online and taught safeguarding training within their induction period.

By the Bridge Ltd may vary your job description from time to time to reflect any development of your role necessary in consequence of regulatory change or operational needs.