**University Tutor in Adult Social Work**

**Reference number:**

**Closing Date:**

**Salary:**

**Department:** Institute of Health and Society: Adult Social Care

**Hours:**

**Start:**

**Duration:**

**Responsible to:**

Head of Allied Health and Social Sciences/Quality & Safeguarding Services Manager

**Responsible for:**

**Interview date:**

**Overview**

This post offers a unique opportunity to work within an academic and social work practice role. The successful candidate will join a team of enthusiastic, committed and friendly staff within the Allied Health and Social Sciences academic unit of the Institute of Health and Society and wider University and within Worcestershire County Council's Directorate of Adult Services.

The post-holder will link social work education, training, CPD and practice by delivering core teaching on the BA (Hons) Social Work and Masters in Social Work programme alongside a developing programme of multi professional continuing professional development (CPD) activity. The post holder will also lead and oversee excellent social work practice, lead the development of excellent social workers and oversee quality assurance and improvement in social work practice as a principal social worker for adult social care.

Further initiatives in supporting practitioners to develop as leaders to enhance service delivery will be part of the role alongside supervision for undergraduate and post graduate research and scholarly activity.

The Institute of Health and Society upholds the overall mission of the University by providing high quality, accessible learning opportunities; promoting academic enquiry and the advancement of knowledge. The successful applicant needs to work proactively with IMPACT which facilitates user and carer involvement in course development and delivery, an increasingly important aspect of our work. There is also a strong commitment to inter-professional and interagency working.

The staff team is committed to research and scholarly activity; building on achievements in learning, teaching and research and it is anticipated that the new appointee would further contribute to these activities.

**Background**

**The Location**

Worcestershire is a desirable and attractive place to live and work, with a diverse population centred around urban areas surrounded by countryside. It’s an affluent county, but there are also pockets of deprivation: some areas of Worcestershire are among the 10 per cent most deprived nationally. We’re also home to many household name businesses such as Halfords and Bosch.

Worcester is a beautiful city situated in the heart of England on the banks of the River Severn, which combines a number of historical associations with all the modern amenities of a city. Located close to the M5 motorway and with direct rail links with Birmingham and London, Worcester is easily accessed yet is still close to the Malverns, the Welsh borders, the Wye Valley and the Cotswolds .

**The University**

The University of Worcester is one of the fastest growing HEIs in the UK. It is a progressive, friendly institution, which currently welcomes over 12,000 full time and part time students a year. It offers excellent courses with flexible study options, and as the only University in Herefordshire and Worcestershire, it enjoys strong vocational links with the business, creative, education, health and social care communities.

**The Institute**

The Institute of Health and Society is one of six academic departments at the University of Worcester, based on the Henwick Grove Campus. It has a growing course and research portfolio and is increasing its student numbers year on year. It works collaboratively with the other departments of the University, in particular with the Institute of Education and the Institute of Sport and Exercise Science, as well as external partners. There are strong international links and world-wide opportunities for student and staff exchanges.

**Worcestershire County Council**

Worcestershire County Council is one of the largest and most progressive Council's in the region. We serve citizens living in Worcestershire, and are responsible for a huge range of services to local people. Our communities are at the heart of everything we do, and they have shaped our four priorities:

• Open for Business  
• The Environment  
• Children and Families  
• Health and Wellbeing

We are a local authority with big ambitions for the future: Building a World Class Worcestershire! Collaborating innovatively with a wide range of partners, we are committed to delivering a county with a prosperous economy, thriving communities and an environment we can all be proud of.

**Directorate of Adult Services**

In line with the Care Act we are radically transforming our social work service to ensure we provide a timely, transparent, person-centred and efficient service for adults and carers. We are doing this by simplifying our paperwork, processes and devolving decision-making to give more autonomy to front-line social care staff, enabling and empowering adults to identify sources of support to meet their specific outcomes. We have staff based in integrated health and social care teams and are aligning our social work teams with GP surgeries, working in small localities to deliver localised support that builds stronger communities.  
Worcestershire is continually striving to transform our social work service to ensure we provide a timely, transparent, person-centred and efficient service for adults and carers. We want to inspire excellence and believe the best way to do this is by firstly simplifying our paperwork, processes and devolving decision-making to give more autonomy to front-line social work staff

We also strongly believe in working closely with our health colleagues to improve outcomes for people. We have staff based in integrated health and social care teams, based all hospitals and linked to GP surgeries across the county, ensuring co-ownership of issues and improved multi-disciplinary working.

**Main duties**

1. To support and develop arrangements for excellent adult social work practice, including academic practice, within directly provided and commissioned services.

2. To support effective social work supervision and decision making including role of academic tutor.

3. To advise the Director of Adult Social Services (DASS) and/or wider Council in complex or controversial cases and on developing case or other law relating to social work practice.

4. To function at the strategic level of the Professional Capabilities Framework.

5. To contribute to teaching at undergraduate and postgraduate level to include designing and developing innovative learning materials and assessments, including module leadership and contribute to the teaching at undergraduate and postgraduate level on the BA (Hons) and MA Social Work Programme, as well as CPD programmes.

6. To represent social work across organisations, from elected members and senior management, through to frontline social workers, people who use services and carers.

7. To engage in some direct practice, such as direct casework, co-working, undertaking practice development sessions, mentoring, etc

8. To influence the delivery and development of social work practice education within arrangements for the integration of health and care and support to include active engagement in scholarship in ways which contribute to the University’s / WCC objectives and contribute to ensuring up-to-date, leading edge teaching.

9. To lead quality and consistency of social work practice and education to include fulfilling Mental Capacity Act and safeguarding responsibilities, with an emphasis on Making Safeguarding Personal and applying HCPC requirements.

10. To provide advice and guidance to social workers, particularly in complex and contentious situations.

11. To participate fully in the life of the Institute and University, and carry out any other reasonable duties as requested by the Head of Applied health and Social Sciences.

Generic Accountabilities:

• To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.

• To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate’s Health and Safety Policy.

• The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council’s Equality and Diversity Policy.

• Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision.

\*Maintain personal and professional development to meet the changing demands of the job; participate in appropriate training activities and encourage and support staff in their development and training.  
  
\*Take steps to ensure and enhance personal health, safety and well being and that of other staff and students.  
  
\*Carry out these duties in a manner that promotes equality of opportunity and supports diversity and inclusion, and takes into account the University's commitment to environmentally sustainable ways of working.

**Person Specification**

Please provide evidence of how you meet each of the essential criteria.

**Essential**

1. Significant post qualification experience as a registered Social Worker.

2. Degree in Social Work.

3. Current Social Work registration.

4. Proven record of accomplishment in dealing with complex cases.

5. Experience in leading change.

6. Evidence of teaching experience at higher education level.

7. Proven track record in developing effective multi-agency partnerships.

8. Experience of successful working in partnership with adults with care and support needs.

9. Extensive knowledge of the legal framework for social work practice.

10. Broad knowledge base on MCA, safeguarding and Making Safeguarding Personal.

11. Thorough knowledge of evidence-based research and developments in social care.

12. In-depth knowledge of the framework of learning and development for qualifying and post qualifying social workers.

13. Knowledge and understanding of the ASYE scheme.

14. Strong coaching skills, able to support others through reflective practice and share expertise effectively.

15. Strong negotiating and influencing skills.

16. Proven ability to establish and develop positive relationships at a senior level.

17. Strong planning and organising skills and ability to multi-task.

18. Excellent oral and written communication skills including presentations and report writing.

19. Good IT and word processing skills and ability to use management information to assist planning of work and resource management.

**Desirable**

1. Master’s degree / PHD or other doctoral qualification.

2. Postgraduate Certificate in Learning and Teaching in Higher Education.\*

3. HEA membership.\*

4. Management qualification.

5. Best interest assessor qualification.

6. Approved Mental Health Professional qualification.

\*Newly appointed staff who do not already hold HEA professional recognition or a HE teaching qualification, will be required to achieve this within three years of their appointment to the post, either through completion of the PG Cert Learning and Teaching in HE, or for those with significant experience of teaching in HE, via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.

This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) (as defined by the Police Act).

**Applications from Non EEA Workers:** Prospective applicants are advised to ensure that they are eligible to work in the UK without restriction. Further details can be found at the Home Office UK Border agency website at <http://www.bia.homeoffice.gov.uk/workingintheuk/> and the points based calculator can be found at [www.ukba.homeoffice.gov.uk/pointscalculator](https://ext-webapp-01.worc.ac.uk/cgi-bin/personnel/www.ukba.homeoffice.gov.uk/pointscalculator)

**Unspent convictions, cautions and bind-overs**

The University is strongly committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, responsibility for dependants, age, physical/mental disability or offending background.

In line with the University's policy on the Recruitment of People with a Criminal Record, shortlisted candidates are required to provide information of any unspent convictions, cautions and bind-overs. Applicants are advised to seek independent advice if there is any doubt about the status of a previous conviction, caution or bind-over. Disclosures will only be considered at the point when an offer of employment is made. The existence of a criminal record will not in itself prevent you from gaining employment.

This is a description of the job as it is presently constituted. This job description is intended to enable a flexible approach to be offered working across the University as required. It is subject to review and amendment in the light of changing needs of the University and to provide appropriate development opportunities. Members of staff are expected to participate fully in discussions about changing requirements and it is the University's aim to reach agreement to reasonable change. If agreement is not possible, it reserves the right to require changes to the job description after consultation with the individual concerned.

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