

# ASYE - Supervisor Assessor

Salary Spinal Point: Grade 8 | Based in Maidenhead | Permanent | Full time

## About the service

Our Organisational Development (OD) Team operates across both of our operational areas (Richmond and Kingston and Windsor and Maidenhead) and fits within the Workforce Development Service for the company. The OD team supports and develops people within the organisation and aligns the development with the organisational values, processes and functions to create an effective working culture that is diverse, respectful, and creative.

The Assessed and Supported Year in employment (ASYE) programme sits within the management of the OD team. Our programme brings together all our newly qualified social workers (NQSW) from both operational areas as a cohort to learn, and develop together through sharing experiences and practice. The programme provides a range of support mechanisms to enable each NQSW to progress and grow into an effective and confident Social Worker. This is enabled through increasing caseloads over the programme, training sessions, action learning sets, observations and feedback and regular supervision.

## About the role

The role will be line managed within the OD team and will receive practice supervision from the Principal Social Worker (PSW). The post-holder will bring knowledge and experience to develop and coordinate the assessor support for each NQSW entering the organisation and completing their ASYE and will support social work students with placements, supervision and assessment within Windsor and Maidenhead (operational area 2). The post-holder will develop a 'hub' model for the support and assessment of both students and newly qualified staff.

The post-holder will work alongside team managers, social workers, PSW and other professionals supporting the NQSW's on the ASYE programme. to identify opportunities to improve newly qualified social work delivery and provide independent scrutiny of practice and standards. The role will provide regular supervision for each NQSW and will provide feedback to the NQSW and line manager as and when needed. Supervision will focus on the practice development, the choices and decisions the NQSW makes and will support the NQSW to reflect and learn from the support provided. As part of the programme the role will provide assessor reports for each NQSW in line with the programme and students on placements will be supported through supervision to reflect on the practice and learning.

## About you: our role specification

### Qualifications

- Professional social work qualification, CQSW or Diploma in Social Work (DipSW), or other relevant qualification recognised by Social Work England.
- Practice Educator Professional Standards (PEPS)
- Active Social Work England registration

### Skills and experience

- Strong ability to build effective relationships with students, NQSW and colleagues supporting children, young people and families and relationships with
- Good verbal, listening and reflective skills when working with students and/or NQSW to encourage learning, development and confidence
- Excellent understanding and knowledge of practice education in relation to teaching, learning and assessments and ASYE programme
- Strong experience of supervision theories and principles that can enable the student/NQSW to think critically and reflectively on their approaches, actions, behaviours and knowledge
- Management experience in social or health care; preferably experienced in children and families services with knowledge of best practice to support and develop staff.
- Proven experience of working collaboratively and in partnership with other services.
- Extensive knowledge of relevant theory that informs best practice and approaches that makes a difference to children, young people and families.
- Strong experience of presenting or sharing information to a variety of audiences and proven analytical skills (quantitative and qualitative) and data rational.
- Skilled in using digital technology to support and enhance delivery and strong use of different ICT equipment and software (Google and Microsoft)

### Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, empower and respect) to support children and young people to live safe, happy, healthy and successful lives.
- Strong organisational ability, including the ability to work on initiative and to prioritise workloads to meet agreed deadlines.
- Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic, including negotiation and influencing skills.
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Personal determination, drive and ambition to overcome obstacles, achieve challenging objectives, celebrate success and deliver excellent outcomes for children.

*The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.*

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