

Job Description

Job title: Mental Health Social Worker

Accountable to: Head of Tier 3.5

Hours: Full time **Salary:** £45,000 per annum

Great Minds Together are a not-for-profit community interest company that provides bespoke wraparound support services and intervention for children, young people, and families who have special educational needs and disabilities and/or social, emotional, and mental health needs at early intervention and outreach level as well as Tier 4 prevention level (Tier 3.5). Our ethos as an organisation is to provide better outcomes for children, young people, and their families. We are a Trauma Informed Organisation.

We are looking for individuals who have a passion for working with children, young people, and their families. You will have the resilience to continue to work with children & young people with either/or special educational needs, disabilities social/emotional, and mental health needs who may present with challenging behaviour as a result of previously unmet needs. You will strive to achieve good outcomes and support both the young person and their families with any concerns they may have, as well as having knowledge and experience in upskilling professionals and families/carers that support the young person, on how to best understand and meet their needs. We work alongside other professionals and agencies towards our shared vision to achieve a better quality of life for children, young people, and their families that fall between the gaps in our system.

Role

Maintain appropriate management oversight of a multidisciplinary core team **working with one or more individual young people with complex needs**. Working alongside the Clinical Lead (maintaining oversight and responsibility for Registered Nurses and Health Care Professionals), and manage staff members who work directly for Great Minds Together.

Main Duties and Responsibilities

- Manage a team of social workers, social care workers and Learning Disability and Trauma Informed Care (LD Tic) Practitioners caring for a young person with complex learning needs.
- Provide direct oversight and management of the teams practice, supervision, training and learning requirements as appropriate. Supporting the training programme and ongoing CPD requirements.
- Provide direct therapeutic intervention support to the young person you are working with, and their family. Work to understand their needs and how best to meet them, promoting self-esteem and independence, resilience, and positive mental health.
- Working alongside the Clinical Lead, you will together contribute to the effectiveness of both the Clinical and Social Teams, ensuring appropriate integration and cohesion between the team and its members. This includes the direct delivery of intervention work offered to the young person as well as the necessary documentation, recording and feedback required in both written forms, or face to face in the way of training delivery/ presenting to meetings.
- Ensure the Great Minds Together model is delivered, and progress is recorded in line with expectations and to a high standard, working closely with the Lead Psychologist and Research team.

- Assist with the development and implementation of Multi-Agency Support Plans, Behaviour Analysis Reports, Risk Assessments, and Care Plans.
- Ensure that the processes within the organisation are effective and that all policies are followed by staff and volunteers.
- Maintain oversight of the team's diary and rota management system to ensure it is effectively utilised by all and in line with the needs of the young person.
- Coordinate tasks, events, and workload allocation via an internal CRM management system, recording software and training platforms.
- Work closely with the Great Minds Together Management Team, Tier 3.5, Administration Manager, HR & Recruitment Officer, and wider multidisciplinary support staff to inform care planning for the young person and contributing to the overall organisation with training, events and shared learning across the Core Team, volunteers, students, graduates, and interns.
- Attend weekly team meetings and weekly management meetings with the Operations Manager and/ or Operations Director to include weekly reporting mechanisms and feedback systems to consider accountability of the staff team.
- Should you be asked to move to another site at any point this will be done in a phased and planned way considering the matching process between the Social Lead and the young person you work with as well as your current levels of commitment.

Skills and Qualifications

- You must have excellent communication skills- both written and spoken
- You must have good people skills and an ability to form and maintain positive relationships.
- You must be used to managing staff, having a firm but fair approach to management and bringing out the best in your team while maintaining effective working practise.
- You must be approachable and reflective with a positive solution focused approach.
- You must have a passion for working with children and young people and supporting the learning of others. This will be evident in your approach and enthusiasm for your work.
- The ability to balance perspectives and politely challenge professionals in MDT arena's whilst maintaining positive relationships with the MDT. Always ensuring the young person's and their family's best interests are at the centre of everything we do.

Expectations

To always work in line with the values of Great Minds Together, ensuring that the standard of support provided to families is the best it can be, that all staff operate in an understanding and non-judgemental way. To ensure that all documentation and correspondence produced by the staff at Great Minds Together is of the highest standard, and relationships with professionals are positive and balanced even where there may be need to professionally challenge.

Additional Duties

Due to the nature of the work of Great Minds Together, tasks and responsibilities are, in many circumstances, unpredictable and varied and may include weekend and evening working. All staff are, therefore, expected to work in a flexible way when the occasion arises, when tasks not specifically covered in their job description must be undertaken. These additional duties will normally be to cover unforeseen circumstances or changes in work, and they will normally be compatible with the regular type of work. If the additional responsibility or task becomes a regular or frequent part of the member of staff's job, it will be included in the job description in consultation with the member of staff.