

Salary Grade F
scale points o to iv
(£51,910 - £67,624)

BRITISH ASSOCIATION OF SOCIAL WORKERS



Mewn partneriaeth â / In partnership with



POST TITLE: **Consultant Social Worker (Race)**

Aug-24

SUMMARY OF JOB: The CSW(R) will work with professionals and representative professional bodies, ADSS, Social Care Wales, CIW, HIW and Local Authorities to raise awareness, improve knowledge, to identify training opportunities and demonstrate success through impact assessments and evaluations in service delivery. The postholder will be supported by a reference group of professionals and people with lived experience. The work will be supported by guidance, training that builds trust and confidence of professionals to positively support care needs for members of the ethnic minority groups and communities.

BASW is an equal opportunities employer. Employees must have a positive commitment to the implementation of equal opportunities policies.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Experience	<p>Professional and strong experience of change management or of managing complex workforce programmes that led to significant workforce improvements both at operational and strategic levels</p> <p>Thorough knowledge and operational experience of engaging minority ethnic groups and communities with positive results</p>		<p>Application form/Interview</p>

	<p>Knowledge and understanding of the importance of performance management and the use of management information systems in operational management.</p> <p>Thorough knowledge and operational experience of engaging minority ethnic groups and communities with positive results</p> <p>Knowledge and understanding of the importance of performance management and the use of management information systems in operational management.</p> <p>Evidence of practice supervision and development of others</p> <p>Experience of supporting and developing frontline practice and practitioners, and supervising other social care staff</p> <p>Experience of determining priorities in the implementation of a social work service.</p> <p>To have extensive experience of utilising a range of social work skills at PQ level within a Local Authority or recognised equivalent authority.</p>		<p>Application form/Interview</p>
<p>Qualifications:</p>	<p>Social work qualification, BA, MA, CQSW, CSS, DipSW A</p> <p>Experience of CDP as part of professional registration</p>		<p>Application form/Interview</p>
<p>Training:</p>	<p>Evidence of active engagement with personal professional development</p>		

	<p>Registration with Social Care Wales</p> <p>Significant post qualifying experience</p>		Application form/Interview
Skills/Specialist Knowledge:	<p>Excellent understanding of Welsh political context, SW & SC legislation</p> <p>Evidence of the capacity to build positive relationships with a range of external stakeholders</p> <p>Excellent communication skills at a local, regional and national level with an ability to network, significantly influence and work collaboratively with other service areas and a wide range of stakeholders and communities</p> <p>Ability to understand the significance of evidence, building esteem and trust, and ability to impact positively on those working in the care sector.</p> <p>Ability to lead, influence and motivate others to achieve policy outcomes, being both politically sensitive and strategically focused.</p> <p>Significant post qualifying experience</p>	Ability to communicate effectively through the medium of Welsh.	Application form/Interview
Circumstances:	<p>Willingness to work flexibly and travel with occasional pre arranged overnight stays</p> <p>Is able to attend occasional events outwith usual office hours where the work requires.</p>		Application form/Interview

<p>Disposition/ Attitude:</p>	<p>Recognise and value all aspects of equality, inclusion and diversity</p> <p>The ambition to make a clear contribution to practitioner and minority communities who use services</p> <p>Personal commitment to BASW Code of Ethics and highest standards of social work practice and integrity.</p> <p>Understanding of and commitment to the importance of accessing training, learning and development opportunities</p> <p>Ability to work as a team member, be part of a wider system team and have dual accountability</p> <p>Have the confidence to be able to take part in events and to speak in public</p> <p>Must be able to work on own initiative whilst being accountable but also to contribute within a team situation.</p>	<p>Disposition which suggest assertiveness and sensitivity as well as patience in approach.</p> <p>Clear desire and ability to link to BASW policy team, the Policy, Ethics and Human Rights Committee, and other committees</p>	<p style="text-align: center;">Application form/Interview</p>
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