

## **Self-Directed Support Development Manager**

Circa £50k

Fixed term contract or secondment opportunity for 12 months (likelihood of extension to 23 months)

Dear candidate

Thank you for your interest in this post.

The Scottish health and social care system is currently experiencing significant change as it moves towards an integrated and person-centred model of service provision. Self-Directed Support (SDS) is a key driver of this change as it provides important legal rights for individuals to exercise greater choice and control over how their needs are met. SDS has therefore led to exciting changes to practice, commissioning and procurement and promoted asset based approaches at individual and community level.

There have now been a number of reports and studies published which have identified successes and where there are continued barriers and or issues in the implementation of SDS. There is also now a wealth of practice and management experience in delivering the desired intentions of SDS.

Social Work Scotland has worked collaboratively with the Scottish Government to support the successful implementation of SDS since 2013 and we are now able to offer a new fixed term post; contract; or secondment opportunity, funded by government, designed to support local authorities and partnerships to continue to implement SDS. Social Work Scotland will establish a small advisory group of professional leaders within social care to support and oversee the work.

To apply for this post, please submit a covering letter setting out the skills and experience you bring and a copy of your CV For an informal discussion about the role, please contact Andrew Gillies, Head of Social Work Strategy and Development, Social Work Scotland.

Please find included in this pack:

1. Summary information, including the application process and contact details
2. Job description
3. Person specification
4. Core competencies
5. Information about Social Work Scotland

Please send completed applications to [admin@socialworkscotland.org](mailto:admin@socialworkscotland.org) by 12pm on 25<sup>th</sup> May 2018.

I look forward to hearing from you.

Jane Devine  
Director  
Social Work Scotland

## 1 SUMMARY INFORMATION

Head of social work strategy and development	
Employer	Social Work Scotland
Work base	Edinburgh/Flexible working arrangements can be agreed
Work location	Social Work Scotland, 4 <sup>th</sup> Floor, Hayweight House, 23 Lauriston Street, Edinburgh, EH3 9DQ
Salary	Circa £50k
Position type	Full time
Contract type	Fixed Term or secondment
Hours per week	37
Application process	<p>Application is by covering letter (limited to 2 pages) and CV (limited to two pages)</p> <p>For informal discussions in the first instance, please contact Andrew Gillies, Head of Social Work Strategy and Development, Social Work Scotland.</p> <p>Please submit completed applications saved in one document with your name as the file name to <a href="mailto:admin@socialworkscotland.org">admin@socialworkscotland.org</a></p>
Contact information	Andrew Gillies <a href="mailto:Andrew.gillies@socialworkscotland.org">Andrew.gillies@socialworkscotland.org</a>
Position start date	As soon as possible following an offer of the post
Position closing date	12pm on 25 <sup>th</sup> May 2018
Interview date	6 <sup>th</sup> June 2018

## 2 JOB DESCRIPTION

The post holder will engage collaboratively with Chief Social Work Officers, other senior leaders and key managers in social work and social care across Scotland to support self-directed support by:

- Working with partnership areas to understand barriers or issues in the implementation of SDS;
- Facilitating and promoting knowledge exchange across the country to address barriers, maximise the evidence base of what works and ensure success is shared;
- Providing partnership areas with appropriate advice and assistance based on evidence;
- Identifying needs for professional development, in collaboration with professional leaders, in the area of personalisation and choice. You will work in partnership with stakeholders to support professional development;
- Ensuring that work undertaken reflects the views of individuals who use social care and social work services;
- Working with SDS Leads through Social Work Scotland's SDS Practice Network to support the identification of strategic solutions to operational issues.

In undertaking the activity above, you may identify, in partnership with other leaders, the need to develop particular pieces of project work or innovation. There will be resource available to commission and oversee specific projects.

The post holder will also:

- Provide professional advice to Scottish Government on adult social work matters and the adult social care reform programme;
- Report on outcomes achieved;
- Support the Social Work Scotland Adult Social Care Committee take forward its strategic plan;
- Take the lead responsibility within Social Work Scotland in the development of position statements on adult social care policy and responses to consultations on such issues.

### 3 PERSON SPECIFICATION

As an experienced, qualified social worker, you will have experience of policy development, supporting professional development as well as keen analytical and research skills.

A passionate professional, you must be both credible and able to take on a national agenda.

You must be confident at dealing with high profile issues and be able to demonstrate a keen understanding of the challenges facing the social work professions as well as being about to think through and implement creative ways for Social Work Scotland to support our members in meeting these challenges.

You will

- Have extensive management experience at a senior level in adult social care;
- Have a robust working knowledge of Self-directed support and other legislation related to the delivery of adult social care services;
- Have the experience and skills to communicate, influence and collaborate at a senior and national level;
- Be highly skilled at writing and communicating in a clear and accessible way;
- Be able to work independently and creatively;
- Be able to project manage this complex piece of work, ensuring deadlines are met and activities delivered;
- Be confident in promoting and articulating social work values;
- Be a qualified social worker, registered with the SSSC.

#### 4 ABOUT SOCIAL WORK SCOTLAND

Social Work Scotland is the professional leadership body for the social work and social care workforce. It is a membership body with members coming from across all sectors: public, private and voluntary. Social Work Scotland functions to promote and support the development of social work and social care and to influence and advice on policy and legislation.

##### Our vision:

Our vision is of a social work profession across Scotland which is led effectively and creatively; is responsive to the needs of the people we support and protect; is accessible and accountable; and promotes social justice.

##### Our values:

Our values are based on professional leadership to achieve social justice and public protection. We value each person we support as an individual, without judgement; we celebrate and actively promote the unique contribution and role of professional social work; we embrace change and encourage collaborative and integrated arrangements to deliver better outcomes for people; and we support and create opportunities for those within and those supporting the profession of social work in order that we can develop effective and creative leaders for the future.

##### Our objectives:

- Influence and shape legislation and policy relating to social work and social care.
- Promote the unique role, value and contribution of social work and social care.
- Champion research and evidence informed approaches in our work.
- Provide professional leadership and increase leadership capacity across social work and social care.
- Support and encourage workforce development (with a focus on celebrating success, promoting standards, achieving practice improvement and demonstrating continuous learning).
- Recognise the value of continuous improvement through self-evaluation and performance improvement activities.

As a professional body our members have a key role and to support them to deliver the objectives of the organisation across the range of social work services, we operate a complex system of committees, sub groups and practice networks. We also host the Chief Social Work Officers committee.

##### Our team:

We have a small core team, made up of the Director, the Administration and Finance Officer, the Head of Social Work Strategy and Development, and a Communications and Engagement Officer.

We operate a system whereby we bring in expertise on short term contracts or on secondment to focus on particular high profile pieces of work. As of 1 April the team will comprise of:

- Children and families policy lead
- Justice policy lead
- Researchers working in the areas of self-directed support and health and social care in prisons
- A Researcher working on SDS
- A team of social workers and police officers working on joint investigative interviews

We also sponsor a PhD student at the University of Stirling.