

JOB SUMMARY

Post Title	Social Worker (Adoption Support)						
Job Family	Service Delivery	Pay Range	10	Line Manager to others?	No	Role profile ref	SD10
Service Area	Adopt South Regional Adoption Agency						
Line Manager	Team Manager, Adoption Support						
Location	County Hall, Isle of Wight, with regular travel across the Adopt South region, including travel approximately twice weekly to Adopt South Head Office in Swanwick.						

Job Purpose

To provide high-quality adoption support services to adopted children, young people and their families through relationship-based, strengths-based and trauma-informed practice. The role involves assessing need, developing support plans and delivering interventions that promote resilience, strengthen family relationships and help adopted children and families thrive.

Job Context

- Undertake Adoption Support Needs Assessments and develop, implement and review Adoption Support Plans.
- Provide advice, guidance and support to families through the Adopt South Advice and Support Line.
- Manage a diverse caseload of adopted children and families, ensuring support is delivered in line with legislation, statutory guidance and organisational policies.
- Deliver individual, family and group-based interventions, workshops and support activities.
- Work collaboratively with children, families, schools, health services and partner agencies to achieve positive outcomes.
- Promote understanding of the lifelong impact of adoption, trauma, attachment, loss and identity issues.
- Identify, assess and appropriately escalate safeguarding concerns to ensure children and families receive the right support and protection.
- Contribute to the development and continuous improvement of adoption support services across the Regional Adoption Agency.

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Proven ability to influence based on facts and evidence, a range of audiences with differing competence and abilities. Ability to communicate one to one and with specific client groups.	Ability to build effective relationships with children, adopters and professionals and support families through complex situations.	Yes	
Substantial practical experience demonstrating development through a series of progressively more demanding and relevant work roles. Relevant experience within the service area, working as part of team to meet service standards, targets and deadlines.	Minimum of 3 years post-qualifying social work experience, including assessment and support of children and families with complex needs and experience relating to trauma, attachment, identity, loss and early childhood experiences.	Yes	
Good communication, interpersonal and presentation skills, able to explain technical / legal issues clearly. Proven ability to negotiate with, persuade and influence others.	Experience of undertaking complex assessments, managing difficult conversations and producing professional reports.	Yes	
Good ICT skills including use of Microsoft applications and specialist systems.	Able to use digital systems effectively to maintain accurate case records, complete assessments, analyse information and communicate with families and professionals.	Yes	

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Authoritative knowledge of the specialist work area and relevant legislation, regulations, processes, systems, procedures and standards. Good knowledge of other areas of the authority relevant to the service and of wider sector / external influences.	Knowledge of adoption legislation, statutory guidance, safeguarding, trauma, attachment, loss and identity issues.	Yes	
Good planning and organisational skills, with proven ability to prioritise and co-ordinate workload, monitor and evaluate work, to ensure deadlines are achieved.	Highly organised, able to manage a diverse caseload, prioritise conflicting demands and complete assessments, visits, recording and reviews within required timescales.	Yes	
Research, investigation and analysis skills.	Able to undertake complex assessments, analyse risk and need, identify patterns or concerns, and use professional curiosity and evidence to inform outcome-focused support planning.	Yes	
Knowledge of relevant financial processes and experience or training sufficient to ensure financial processing and / or budget monitoring is completed accurately.	Awareness of the need to work within agreed resources and organisational financial procedures when developing or commissioning tailored packages of adoption support.	Yes	

Qualifications

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
May require relevant certifications including evidence of fluency in English language.	Fluent written and spoken English sufficient to communicate effectively with children, families and professionals and produce high-quality professional records and reports.	Yes	
Educated to A level standard or equivalent or equivalent experience.	Social Work degree or equivalent recognised professional qualification.	Yes	
Relevant vocational / professional qualification.	Registration with Social Work England. Minimum of 3 years post-qualifying social work experience.	Yes	

Other Requirements

- Registration with Social Work England must be maintained throughout employment.
- This is an Essential Car User post requiring regular travel across the Adopt South region.
- Ability to work flexibly, including occasional evenings and weekends, to support workshops, groups and events.
- Subject to an Enhanced DBS check.
- Commitment to continuing professional development and specialist learning in adoption support.
- Ability to work within a relationship-based, strengths-based and trauma-informed practice model.

Flexibility to contribute to workshops, support groups and events, including some shared evening and weekend activity. The role may involve exposure to verbal abuse and/or physical aggression and includes regular display screen equipment use.

Organisation Structure (optional)