



**Frontline**

Making social work  
better for children

**Consultant social  
worker  
Job pack**

# What is Frontline?

Frontline is England's largest social work charity. Everything we do aims to make life better for children who need a social worker, to help keep them safe from harm and to give them every possible chance to fulfil their potential. We do this through developing excellent social work practice, leadership and innovation.

One of the ways we make this happen is by recruiting and teaching a new, diverse generation of social workers specialising in child protection to join our Frontline programme. The programme is a three-year social work training programme for graduates and career changers delivered in collaboration with Lancaster University.

The Consultant Social Worker (CSW) role is pivotal to the participants' first year on the programme, and is a unique opportunity for social workers to step up into a management position whilst continuing to develop their practice skills.

# The CSW opportunity

The Consultant Social Worker position offers the opportunity to:



Step up to a management-level role without leaving practice



Influence and shape practice, and practice education, across your local authority



Access a high quality CSW Leadership Development Programme of 15 days over 13 months, delivered by top practice experts and systemic trainers



Demonstrate through a portfolio of work that you meet the Practice Educator Professional Standards (Stage 2)



Join a growing network of pioneering social workers shaping a new model of social work delivery



Receive support and mentoring from one of Frontline's practice tutors

# What is the Frontline programme?



## Year 1

### **Readiness for practice**

- 2 days shadowing prior to July
- 5 weeks' blended learning
- Readiness for practice assessment

### **200-day placement**

- Work in a hub of five participants, managed by a consultant social worker
- 20 skills days and 8 hub teaching sessions
- Academic and placement assessments
- 30 day contrasting placement in adults' services

**Complete Postgraduate Diploma in Social Work and register with Social Work England as a qualified social worker** upon successful completion of year 1.

## Year 2

### **Assessed and supported year in employment (ASYE)**

- Participant employed by the local authority as a newly qualified social worker

### **Continuous professional development**

- 6 online learning units on child protection and contextual safeguarding

### **Pastoral support and mentoring sessions**

- 4 mentoring sessions with practice tutor
- 4 practice hub meetings led by practice tutor

## Year 3

### **Targeted support**

- 4 coaching sessions with professional coaches, assisting their transition from ASYE to experienced practitioner

### **Undertake a dissertation research project**

- Literature review based on social work practice
- Participate in dissertation supervisor support sessions
- 4 teaching days focussed solely on the dissertation

**Complete MA in Advanced Relationship Based Social Work Practice with Children and Families**

# Person specification

To be eligible for the CSW role you need to:

- be a SWE registered social worker (permanent),
- have experience working in child protection social work, and
- have at least two years of social work experience after qualification.

There is no requirement that you have a systemic qualification or prior systemic training. Similarly, you do not need to have been a practice educator or manager of social workers. The CSW role is a full-time position.

All our activity and teaching as a charity has a strong focus on anti-discriminatory practice and inclusion. We cannot develop excellent social work practice and leadership without including a wide variety of voices, experiences and backgrounds. Therefore, we are actively seeking applicants from racialised minority groups for this role.



# What does a CSW do?

## Management and Leadership

- Have management responsibility for the hub, with management and day to day responsibility of the students in the local authority.
- Lead the weekly hub meetings which: incorporate systemic thinking about families, encourage the students to hold multiple hypotheses, and encourage peer challenge and critical reflection in decision making.
- Hold regular one-to-one supervision with students, encouraging reflexive practice and self-awareness.
- Where performance issues arise, you will address these in a professional way, holding high standards whilst supporting the student to resolve issues.
- Manage the workflow and allocation of work with children and families coming into the hub.
- In conjunction with Frontline, organise the logistics and planning required for the student hub to operate smoothly.
- Ensure all elements of the practice assessments are completed in a timely fashion and regular deadlines are met by students throughout the year.

# What does a CSW do?

## Practice Educator

- Create valuable learning opportunities for students by identifying appropriate children and families for the hub to work with throughout the year.
- Provide ongoing support and guidance to students for the children and families they work with.
- Use your judgement to expose students to increasingly complex and varied casework at the appropriate level whilst increasing their autonomy as they demonstrate progress.
- Support the students to apply the practice models they have learnt in discussions and work with children and families.
- Regularly observe the students in their direct work with families, giving developmental feedback.
- Track and report on each student's progress through the programme.
- Be the named case holder of all children and families assigned to the hub and responsible for ensuring statutory requirements of the hub's cases are complied with and hold responsibility for decisions in case work.

If you'd like more information about the CSW role, or the CSW training programme, visit our website [here](#).

# How do I apply?



## 1. Complete an application form

Follow [this link to complete an online application form](#)

## 2. Anonymous scoring

The panel will anonymously score the applications. These scores will be carried forward and considered in the overall hiring decision, should you be progressed to the next stage.

## 3. Attend an interview

If successful, you will be asked to complete a role play and interview.

If you have any questions about the role, contact us at [partnerships@thefrontline.org.uk](mailto:partnerships@thefrontline.org.uk). You can also visit our [FAQs page](#) for more information.

Throughout our recruitment process we will be assessing the following competencies:

**Practice skill and knowledge**  
**Analysis and decision making**  
**Communication**  
**Developing and assessing practice**  
**Supervision and leadership**  
**Organisation and planning**  
**Reflexivity**  
**Motivation**