

Children's Social Care Career Map



Our Career Map shows you how you could develop your career, what knowledge or abilities you need to develop, how you might go about it and how the Council can help. The route you take and how fast you go is down to you!

- Additional Abilities Required
- Supporting Programmes & Policies (social workers)
- Supporting Programmes & Policies (generic)
- Temporary roles
- Established posts

Newly qualified

- Knowledge & Skills
- (K&SS) Criteria
- ASYE Criteria

New professional

- Deepening & broadening knowledge & skills
- Multi agency Working
- Risk Management
- Professional challenge
- Conflict management
- Financial awareness
- Understanding breadth of services
- PCF (Social Worker to Experienced Social Worker)

Practice leader

- Leadership & influencing
- Specialist knowledge
- National agendas
- Coaching skills
- Project mgmt.
- Practice Education
- Council values & vision
- Presentation skills
- Financial Awareness

Operational leader

- Policies
- Systems
- Reflective Supervision
- Change management
- K&SS Criteria
- Recruitment
- Health & Safety
- Budget management
- Managing Performance
- People Management

Strategic leader

- CBC & Partner strategies
- Political awareness
- Financial Planning
- K&SS criteria

Seasoned professional

- Social worker level 2
- Secondment opportunity

- Auditor
- Secondment opportunity
- Consultant
- ASYE senior practitioner
- Senior practitioner
- Practice educator

- Team manager
- Secondment opportunity
- Panel advisor
- Review manager
- LSCB manager
- Residential manager

- Head of service
- Secondment opportunity

Social worker level 1

Various Early Intervention / Residential Roles

Supervision

Reflecting

Reading

Shadowing

Projects

Secondment

Mentoring

ASYE programme

Early professional development programme

Job swap

Internal transfer

Masters

Aspiring leader programme

Practice educator L2

Practice lead

PhD

Aspiring manager programme

PQ award for independent chairs

Corporate tier 4 programme

Aspiring HoS programme

Corporate senior leadership programmes