

# 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

Social worker level 1

## 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)

## Seasoned professional

Social worker level 2

Secondment opportunity

## Practice leader

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

Auditor

Secondment opportunity

Consultant

ASYE senior practitioner

Senior practitioner

Practice educator

## Operational leader

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

Team manager

Secondment opportunity

Panel advisor

Review manager

LSCB manager

Residential manager

## Strategic leader

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

Head of service

Secondment opportunity

Various Early Intervention / Residential Roles

### Supervision

ASYE programme

### Reflecting

Early professional development programme

Job swap

Internal transfer

Masters

### Shadowing

Aspiring leader programme

Practice educator L2

Practice lead

PhD

### Projects

Aspiring manager programme

PQ award for independent chairs

Corporate tier 4 programme

### Secondment

Aspiring HoS programme

### Mentoring

Corporate senior leadership programmes