



## Senior Social Worker (Ref: MCW/211202/SSW\_FCS)

**CHANGE YOUR FUTURE AND THE FUTURE FOR CHILDREN IN HONG KONG. JOIN OUR TEAM.**

Our staff are creative, collaborative, and willing to do whatever it takes to get the job done. They embody our core values and believe in our vision and mission. If you enjoy a work environment that is challenging, rewarding and making an impact, we invite you to consider a career with Mother's Choice.

### Position Description

To support the mission "To be the champion of the children in care and offer holistic case management services to ensure the best interest of the child and facilitate their permanency plan for every child in a loving family".

The Senior Social Worker is responsible for the effective management of a team of social workers and support staff to ensure the efficient delivery of casework that complies with the case management guidelines and SWD requirements.

The Senior Social Worker plays the supervisory role in managing a caseload of various levels of complexity, involving the assessment, case planning, implementation and evaluation of appropriate actions to ensure the case is progressing to permanency, escalate for further consultation and advocate on behalf of the child according to escalation procedures.

### Key Responsibilities

#### Casework and support services including:

- Provide professional case management to children in care with higher level of complexity
- Develop, monitor and review long and short term goals to reach objectives for cases
- Provide prompt support to the child, and all other related stakeholders to ensure that "The Child's Best Interest" is the foremost concern
- To provide supportive services to birth parents and foster parents
- Liaise and collaborate with agencies, governmental department and community partners when necessary to advocate the needs of children where appropriate
- Keep up-to-date and standardized service related documents including assessment and progress reports, service statistics and other documentation as required
- Conduct comprehensive foster home assessments
- Plan, lead and support programs and activities

#### Perform case supervision, coaching and developing other social workers

- Provide case supervision to other social workers and be accountable for the effective and efficient delivery of casework accordance with relevant guidelines and priorities
- Review cases regularly and provide direction, identify, manage risks and escalate where appropriate
- Responsible for the development of team members, supervising their work quality and progress as well as mentoring less experienced caseworkers.

#### Handle SWD Compliance

- Carry out the required procedures in relation to Service Performance Monitoring System & Funding Service Agreements of Foster Care services/Child Care Home Wee Care, including
- Assist the manager to compile monthly and quarterly statistics
- Perform bi-annual reporting and prepare relevant reports to SWD as per their set requirements and deadline
- Receive SWD representative in the site inspection
- Seeing together with the manager, follow through recommendation (if any) from SWD representative on the site visit



Proactively look for opportunities to improve the casework practice and operations

- Work in conjunction with Manager to identify and enhance best practices in case management.
- Work closely with Program Team to identify program needs for pregnant teens and their family members.

Manage projects

- Manage projects discussed with the assigned by manager (refer to Annual Performance Goal setting and Project Progress Report)
- Prepare proposal, monitor progress, implement, and review the assigned projects
- Submit project report to manager
- Perform other related duties as required

**Requirements**

- A registered social worker with minimum 5 years of significant experience in working in NGO / social service setting, preferably with working with children and families.
- Significant experience in working with children; sensitivity to the needs of children and knowledge in the areas of child development, attachment, and trauma care;
- Passionate in child and family welfare
- High proficiency in spoken and written Chinese and English
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with staff, parents and other agencies.
- Thrives under pressure and works with a sense of urgency;
- High level of maturity and discernment;
- High degree of self-care;
- Positive approach to work; excellent problem-solving and decision-making abilities.
- Must share the commitment of Mother's Choice in upholding the safety and protection of children as paramount.

Preferred

- Align to Mother's Choice Vision, Mission and Values
- Strong experience in management of risk in critical situations
- Strong line management or supervisory ability or potential
- Mature, high resilient and able to work under pressure
- Able to work independently as well as with a team in a multi-cultural environment
- Proactive and assertive in championing for the best interest of the child

**To Apply**

Interested candidates should send a cover letter, full resume quoting the job reference number (Ref: MCW/211202/SSW\_FCS) and expected salary to Assistant Director, Human Resources, Mother's Choice Limited, 10 Borrett Road, Mid-Levels, Hong Kong; email [hr@motherschoice.org](mailto:hr@motherschoice.org); fax 2525 7445

Personal data collected will be used for recruitment purposes only. Applicants who do not hear from us within two months may consider their application unsuccessful. Mother's Choice is committed to diversity and inclusion and is an equal opportunity employer.

**About Mother's Choice**

Mother's Choice is a local charity serving the many children without families and pregnant teenagers in Hong Kong. We join hands with our community to give hope and change the life stories of vulnerable girls and babies. Our vision is to see every child in a loving family.