

Case Study

Long-term permanent recruitment



I am a qualified Social Worker and completed my social work training in Germany. I was looking for a job as Social Worker in 2005 and came across an advert from Jacaranda Recruitment and saw that this agency recruited Social Workers from Germany to the UK. I was looking for a permanent job that would allow me to develop my skills. For some time it had been my dream to work in another country and what Jacaranda had to offer was therefore very appealing to me. I contacted Jacaranda in March 2005; an interview for a job in the UK took place in June and I started work in August 2005.

Throughout the application process Jacaranda provided me with very useful information and resources and I was able to make myself familiar with the legislation and processes relevant for Social Workers in the UK and particularly for the post I applied for (Social Worker in a Looked After Children's team). I studied documents like Child Protection Procedures, Children Act and Assessment Framework procedures. These links really helped to prepare me for the job I was planning to do.

Jacaranda also advised me on the GSCC registration process and I was able to complete the registration application process before the interview.

Of course, I was worried whether I would be able to catch up quickly enough, considering that I was going to work in a completely different environment facing another culture and language. I was assured that I would have an induction when I start my new job. I was really pleased to find out that an induction had already been prepared and a folder with a 12 week induction program was waiting on my desk for me when I started work. The induction program contained several training sessions that I attended; visits to other services or teams I worked with and time to read and study relevant documents or books. During my induction time I already took on cases that I either co-worked with a senior practitioner or under close supervision of other team members or senior

colleagues. This included cases that required court work which helped me to build up my confidence in this area.

After the induction I felt confident to carry my own caseload. I continued to attend regular training and supervision. Through my work in the Looked After Children's team I gained a lot of skills and knowledge; I worked quite complex cases including adoption cases and have undertaken a great amount of court work. I was given the opportunity to improve my skills in the area of writing statements and assessments that were prepared for court and also to improve my communication skills by chairing meetings, being a witness in court and communicating with different client groups and professionals. The nature of my job required me to work very closely with clients and I have gained knowledge in direct work with children and parents.

It was definitely quite challenging time, especially during the first months, but it was also very exciting. I really appreciate the support I had from my team colleagues and, although I was a "foreigner" I always felt part of the team and the feedback I had made it clear that my work was valued. I worked for 3 years in the Looked After Children's Team; during this time I learned a lot and I believe was able to contribute well to the team.

Christina Williams, *Social Worker*

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