



HUMAN RESOURCE MANAGEMENT DIRECTORATE

Church Folly, Grand Turk, Turks & Caicos Islands. Ph: 649-946-2801, Fax: 649-946-1582

GOVERNMENT VACANCY

JOB TITLE: Senior Social Worker-Children Protection (MASH)

DEPARTMENT: Family & Children Services

MINISTRY: HOME AFFAIRS AND TRANSPORTATION

LOCATION: The position is based on Providenciales however at the discretion of the TCI Public Service may be relocated to another part of TCI.

JOB SUMMARY:

This is a senior professional and managerial post within the Department of Family and Children Services (DFCS), responsible for leading, coordinating, and quality-assuring child protection practice within the Multi-Agency Safeguarding Hub (MASH). The Senior Social Worker- Child Protection (MASH) will provide expert leadership in safeguarding children at risk of significant harm, ensuring timely, effective, and evidence-based interventions in line with the Children (Care and Protection) Ordinance 2015, the Working Together TCI Protocol (2017), and DFCS policies and procedures. The post holder will oversee complex child protection investigations, chair multi-agency strategy meetings, and provide professional supervision to Child Protection Social Workers to ensure defensible decision-making, high-quality assessments, and robust care planning. The role requires close collaboration with Police, Health, Education, Rehabilitation, Courts, and other safeguarding partners to ensure coordinated responses to child protection concerns through MASH processes. The Senior Social Worker will also contribute to the development of national safeguarding policies, practice standards, and performance frameworks, while supporting continuous professional development within the team.

KEY DUTIES AND RESPONSIBILITIES:

Leadership, Supervision and Case Governance

- Provide professional leadership, direction, and reflective supervision to Child Protection Social Workers within the MASH/Child Protection team, ensuring high standards of practice, ethical decision-making, and defensible case management.
- Ensure all staff receive regular, structured, and recorded supervision, including case oversight, performance review, and professional development planning.
- Allocate, monitor, and quality-assure caseloads to prevent case drift, ensure timely interventions, and maintain child-centred practice.
- Oversee and review assessments, care plans, safety plans, and risk management plans to ensure compliance with legislation, policy, and best practice standards.





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- Lead on complex, high-risk, and high-profile cases, providing expert guidance and direction to practitioners and partner agencies.

Child Protection and Safeguarding Practice

- Lead and supervise child protection investigations, including strategy discussions, section 47 enquiries, and multi-agency decision-making processes.
- Chair Strategy Meetings, Child Protection Conferences, Children in Need meetings, and Looked After Children (LAC) reviews, ensuring clear actions, accountability, and follow-up.
- Ensure that all children under the team's responsibility have up-to-date assessments, care plans, and regular statutory reviews.
- Ensure compliance with the Children (Care and Protection) Ordinance 2015 and the Working Together TCI Protocol (2017) in all safeguarding activities.
- Provide crisis intervention leadership in cases of suspected abuse, neglect, or exploitation, ensuring immediate protective action where necessary.
- Support and guide staff in managing disclosures of abuse, forensic interviewing processes, and court-related safeguarding procedures.

Multi-Agency Working (MASH Coordination)

- Work collaboratively with Police, Health, Education, Probation, Courts, Immigration, and NGOs to ensure coordinated safeguarding responses through MASH processes.
- Represent the Department at inter-agency meetings, case conferences, and safeguarding boards as required.
- Strengthen information-sharing practices in line with legal and ethical requirements to protect children while maintaining confidentiality.
- Act as a key liaison between DFCS and external safeguarding partners, promoting effective joint working and shared accountability in child protection cases.

Court and Legal Responsibilities

- Prepare high-quality court reports, affidavits, care plans, and expert statements for Family Court proceedings.
- Attend court hearings, provide professional testimony where required, and support social workers through legal processes.
- Ensure legal thresholds for intervention are clearly evidenced in case records and reports.

Community Engagement and Prevention

- Work with schools, faith-based organisations, and community groups to promote child safeguarding awareness and prevention initiatives.
- Identify emerging community safeguarding risks and contribute to early intervention strategies.
- Deliver or support safeguarding training, workshops, and public awareness activities as required.





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Policy, Planning and Reporting

- Contribute to the development, review, and implementation of child protection policies, procedures, and practice standards.
- Prepare monthly statistical and performance reports on child protection activity, trends, and outcomes.
- Provide thematic briefings to senior management and the Children's Safeguarding Board as required.

Disaster and Emergency Response

- Support child protection preparedness for hurricanes and national emergencies in collaboration with the Disaster Management Unit and the Red Cross.
- Provide emergency welfare support where required during crises or disasters.

Professional Standards and Public Service Duties

- Adhere to all Public Service Codes, Regulations, and the NASW and International Federation of Social Workers professional social work ethics.
- Maintain accurate, timely, and secure case records to support defensible decision-making.
- Engage in continuous professional development, training, and reflective practice.
- Undertake any other duties as directed by the Director or Deputy Director.

MINIMUM QUALIFICATIONS & EXPERIENCE:

Essential:

- Bachelor's Degree in Social Work from a recognised university; and
- Current eligibility for professional social work registration or demonstrated adherence to recognised social work ethical standards and codes of practice.

Desirable:

- Master's Degree in Social Work (MSW) or a closely related field such as Child Protection, Social Policy, or Family Studies.
- A recognised managerial or leadership qualification (e.g., certificate/diploma in management, public administration, or social service leadership).
- Formal training in child protection, safeguarding, trauma-informed practice, or family court processes.

Experience:

The position requires a minimum of seven (7) years post-qualification professional experience, with a significant proportion of this time spent in statutory child protection, safeguarding, or family services at a senior or advanced practitioner level. The post





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holder must demonstrate

SALARY: Grade 7.1 – \$54,670.00 per annum

APPLICATION PROCEDURE

Resumes with current contact information must be accompanied by a Cover Letter and two letters of reference (one preferably from a former employer) as well as copies of educational certificates and a copy of the Passport photo page, National Turks & Caicos Islander Status Card (where applicable). Shortlisted candidates must submit a Police Certificate.

Applications should be addressed to The Director, Office of the Human Resource Management Directorate, Church Folly, Grand Turk.

Current serving officers must apply through their Head of Department.

Applications without all supporting documents will not be processed.

We thank all applicants for their interest, however, only persons selected for an interview will be contacted.

