

**Роль профессиональной супервизии и наставничества в повышении
эффективности социальной работы в Нигерии**

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**THE ROLE OF PROFESSIONAL SUPERVISION AND MENTORING IN ENHANCING
THE EFFECTIVENESS OF SOCIAL WORK IN NIGERIA**

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Annotation

This article examines the role of professional supervision and mentoring in improving the effectiveness of social work in Nigeria. It substantiates the importance of these mechanisms in developing the professional and personal qualities of social work professionals. Recommendations for implementing supervision and mentoring systems in social institutions are offered.

Keywords: social work, supervision, mentoring, professional competencies, effectiveness, Nigeria, social institutions

Relevance of the study

Social work as a professional activity plays a vital role in providing social protection and support to vulnerable groups. In developing countries, including Nigeria, the effectiveness of social work is often limited by institutional and personnel issues [1]. One key problem is the insufficient development of professional supervision and mentoring, which negatively impacts the quality of social services provided [2].

Contemporary research emphasizes that the presence of systemic supervision promotes professional growth, reduces burnout, and improves the quality of work with clients [3]. In this regard, studying the role of supervision and mentoring is particularly relevant.

Purpose of the study

The aim of this study is to analyze the role of professional supervision and mentoring in improving the effectiveness of social work in Nigeria, as well as to develop recommendations for their implementation in the practice of social institutions.

Research methods

The study utilized theoretical research methods, including an analysis of scientific literature, a summary of domestic and international experience, and a comparative analysis of social work practices. These methods allowed us to identify key issues and identify promising areas for the development of social workers' professional activities [4].

Theoretical and practical significance

The theoretical significance of this study lies in expanding understanding of the role of supervision and mentoring as tools for professional development in social work. Its practical significance lies in the potential application of the proposed recommendations to public and private organizations working in the social sector.

Main part

The effectiveness of social work directly depends on the level of professional training of specialists and the availability of support mechanisms for their work. In Nigeria, social workers often face a lack of resources, a high workload, and a lack of a structured system of professional support [5].

Professional supervision is the process of supporting a specialist's activities by a more experienced professional, aimed at improving the quality of work and developing competencies [6]. Mentoring, in turn, facilitates the transfer of experience, the formation of professional identity, and the strengthening of practical skills [7].

The absence of these mechanisms leads to a decrease in the effectiveness of social work, an increase in professional errors, and a rise in emotional burnout among specialists [8]. The introduction of supervision and mentoring systems not only improves the quality of services provided but also promotes the formation of sustainable professional communities.

Of particular importance is the institutionalization of supervision within social services and non-governmental organizations. In international practice, supervision is considered a mandatory element of a social worker's professional activity [9]. However, in Nigeria, this tool remains underdeveloped, necessitating the development and implementation of appropriate models.

Conclusion and recommendations

Thus, professional supervision and mentoring are important tools for improving the effectiveness of social work in Nigeria. Their implementation contributes to the development of professional competencies, a reduction in burnout, and an improvement in the quality of social services.

The following recommendations are proposed:

- implementation of mandatory supervision programs in social institutions;
- development of mentoring programs for young professionals;
- improving the qualifications of heads of social services;
- integration of international experience into national social work practice.

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