

Job Profile

Job Title: Pathways Project Lead – Pathway, Provision & Resources
Job Grade: Level 5 Zone 1
Salary Range: £49,930 - £57,543

About Camden:

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we are not just home to the UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the role:

We are looking for a highly motivated, enthusiastic, individual to join our Pathway, Resources Service, be responsible for developing care pathways for Children Looked After and Care Experienced Young People, to support them to feel confident to live independently, by offering more choice, information, and guidance. You will build on our systemic commitment to put Camden at the forefront of innovation to improve the experience and life chances of our young people.

You will be responsible for beginning the pathway planning and transition into adulthood, and coordinate care across service areas and multi-agency network for young people aged 16 – 24 who are entitled to Leaving Care Services. You will champion and actively promote, lead on and facilitate and improve outcomes for education, training and employment, mental health, substance misuse, housing and homelessness, and immigration.

You will undertake visits to provisions to suitability and evaluate potential risk to safeguard our young people, providing detailed reports and analysis, promoting the well being and safety of our young people and hold safeguarding at the forefront of everything we do.

We take pride in getting it right first time and you will receive the training and support you deserve to help you deliver for this already first-rate service from day one. If you have the commitment, drive, and ability to deliver high service standards across the borough, then you are the person we are looking for.

Example outcomes or objectives that this role will deliver:

- To manage throughput of the pathway ensuring that young people are supported to move through the pathway effectively and they are supported to ensure they have adequate skills.
- To work with providers in the pathway to ensure young people are supported to come off Housing Benefit claims where appropriate and that rent arrears are proactively addressed.
- Co-ordinate care across service areas and the multi-agency network for young people aged 16-24 who are entitled to leaving care services to ensure their needs are met and we are ambitious for them.
- To work with providers to ensure that safeguarding arrangements are met for young people and proactively identify training needs and invite providers to Council training with can be accessed via the Safeguarding Partnership.
- Work with the multi-agency network to passport young people to services based on their need and value added.

- Work in partnership with young people to co-produce pathway plans and services to improve the transition to adulthood.
- Work with partner agencies to remove barriers and improve continuity of care across services for children and adults.
- To champion, support and challenge all settings, and local authority services regarding their contribution and the measurable outcomes for children looked after and young people.
- Hold regular Pathway panels to support the smooth transition from leaving care to independence.
- To be accountable for providing, in a timely fashion, all relevant information and statistical analysis regarding the outcomes of children looked after and care leavers for a variety of audiences to include elected members and senior local authority managers.
- To support the Care Experienced Service and other relevant service area leads in undertaking elements of the statutory role.
- To take responsibility for providing advice, guidance, mentoring and targeted interventions on an individual and/or group basis to Camden's children looked after and care leavers.
- Understand the challenges experienced by Children Looked After and Care Experienced young people, using creative problem solving and negotiation skills to deliver successful outcomes.
- Understand the role of the mediator and work with the young people to help develop their confidence and skills.
- To demonstrate knowledge and understanding of the pressures faced by families with children living in socially deprived neighbourhoods, the issues faced by/needs of disadvantaged families with children and how best to prevent homelessness as an adult leaving care
- Demonstrate excellent safeguarding practices to ensure relationships, values and systems are in place to protect our young people.
- Understand the key legislation and policies in relation to safeguarding Children Looked After and Care Experienced Young People.
- To positively contribute and develop service delivery across Council departments and the multi-agency network of professionals.
- To supervise and mentor Young Person Advisors and to transfer knowledge and best practice into business as usual.
- To Supervise and mentor non-social work qualified Pathway Co-Ordinators.
- Undertake regular visits to provisions to ensure suitable matching for young people, resulting in a safe environment for young people to flourish and reside independently.

About You:

Qualifications

A relevant social work qualification and be HCPC registered.

Technical Knowledge & Experience:

- You will have experience in systemic practice and good knowledge of how Childrens Services operate, both in education and a Social Care context.
- Experience of Children and Adults Safeguarding.
- You will have excellent communication skills, which are fundamental to the role, as you will liaise and work with a range of professionals across the service.
- Experience of working with vulnerable young people
- Managing a caseload and co-produce care plans and services to improve outcomes for care leavers.
- Work as part of a team and develop an innovative model of outreach and engagement with young people.
- Detailed knowledge and understanding of the support and need of Children Looked After and Care Experienced Young People.
- Good working knowledge of immigration and related social welfare legislation and benefit regulations.
- Ability to manage workload, recognise priorities and meet deadlines.
- Excellent communication skills, both written and verbal, including IT skills.

- To communicate and negotiate effectively with internal and external partners to promote the effectiveness of joint working practices across the service.

Work Environment:

The post-holder will be required to work in line with Camden's agile working framework including flexible and remote working patterns as required by the service.

People Management Responsibilities:

- Young Person's Community Safety Officer x 1 FTE
- Mediation Workers x 2 FTE

Relationships.

- This post will report into the Service Manager for Resources.
- Team Managers, Senior Social Work Practitioners, Social Workers, and any other social care professionals based in the Pathways, Provision & Resources services. Partners include health, police, SEND, education, Connexions, Virtual School.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships; we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,