

## **Job Profile**

**Job Title:** Practice Development Officer – QA & Practice Service  
**Job Grade:** Level 4 Zone 2  
**Salary Range:** £47,394 - £54,222

### **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**

- The ideal candidate will have experience of supervising case work and will be an accredited Practice Educator. You will work closely with the Academy manager in ensuring the social workers in the service are well supported. You will have excellent leadership skills and a high level of knowledge, skill and expertise in working with vulnerable children and families.
- You will be a Practice Educator supporting, mentoring, and developing a range of innovative training and learning opportunities to help Newly Qualified Social Workers (NQSWs) in their Assessed and Supported Year of Employment (ASYE) complete their professional development requirements for this year.
- You will support the development and oversight of a specific function of the Academy, such as Learning & Development, Recruitment & Retention, ASYE or Student support (including Frontline, Step-Up to Social Work, Apprenticeships and University Routes).
- You will work with Team/Service Managers and Heads of Service to strengthen and develop social worker's knowledge, practice, skills and service delivery, strengthening outcomes for young people and their families, keeping their voices central to practice.
- You will contribute to a comprehensive quality assurance framework across the service, by undertaking a range of auditing activity, analysing, and disseminating findings to develop a learning culture in CSSW.
- You will work with colleagues to ensure children and families receive an outstanding quality systemic service across CSSW, and promote a culture of safe practice, transparency, and good communication.

### **Example outcomes or objectives that this role will deliver:**

- To work as part of a workforce development team in the Academy, with key responsibilities for supporting and assessing NQSWs in their ASYE. This includes the promotion and implementation of the Camden model of social work, encouraging access to practice guidance and research to support evidence-based practice.
- To work closely with the Professional Social Work Educator to co-ordinate and support the delivery of a comprehensive induction and year-long programme for new social workers and provide reflective individual and/or group supervision.
- To undertake observations of practice and auditing activity in order to complete the NQSWs assessment in partnership with their team managers.
- To recognise and celebrate good practice and to escalate concerns about weak practice where required and provide additional support for the NQSW as needed, and in collaboration with their team manager.

- To provide appropriate challenge to practitioners and managers within Children's Services to ensure that all services are delivered in accordance with appropriate standards, procedures, and statutory requirements for safeguarding children.
- To promote continuous professional development by creating and delivering individual and group training to social workers, providing mentoring, coaching, and facilitating group supervision/casework reflection sessions and develop creative ways to deliver learning.
- To work with the quality assurance service manager and head of service, to assist with research through engagement activities including consultations, surveys, and focus groups, including the completion of annual social work "health checks" according to the LGA Employer Standards for Social Work.
- To contribute to the development and maintenance of up-to-date policies, procedures and practice guidance promoting their application to practice.
- To engage in practice weeks and a range of projects, quality assurance, analysis of performance information and research activities to identify gaps and strengths in practice and make recommendations for improvement.
- To develop and influence internal and external working relationships with professionals that promote strategies for ongoing learning, collaboration and service delivery with children and families.
- To take the lead on a specific function of the Academy, such as Learning & Development, Career Progression, Recruitment & Retention, ASYE or Student support, working collaboratively with colleagues from across CSSW, partners agencies and educational establishments.
- To work within the wider Quality Assurance service, to help support the alignment of systemic practice and procedures, promoting a culture of learning and reflection, ensuring good practice is shared across teams.
- To keep apprised of the changing contexts, research, practice theories and statutory procedures that govern child protection work at the local and national level and to implement these within the teams and across the services.
- To work within the Council's policies, procedures, values, and code of conduct at all times and to reflect these when carrying out professional responsibilities with members of the public.
- To implement, operate and review systems that ensure quality and standards of professional practice and performance are achieved in line with the Council's policies and procedures, ensuring compliance on the use of information technology, GDPR and Data Protection.
- To understand and adhere to Social Work England's code of practice in all aspects of their work and to understand and be able to apply the Professional Capabilities Framework (PCF) in their own and others' practice.
- Taking a joint lead on anti-racist practice for division and supporting the development and embedding of anti-racist practice standards
- To be involved in the development and delivery of the Assessed and Supported Year in Employment (ASYE) scheme, Step-up Programme, WLA, student placement programmes and a range of post-qualifying awards.
- Responsible for the assessing of the NQSWs Assessed and Supported Year in Employment (ASYE) in collaboration with team managers

#### **About You:**

##### **Qualifications**

- Social work qualification and at least 4 years' experience
- Practice Educator Award (PEPs 1 with a view to gaining PEPs 2)
- Social Work England registered
- To have kept up to date with research and best practice, evidenced through substantial professional development.
- Have sound knowledge of the Children Act 1989 and other legislation governing work with children and families

##### **Technical Knowledge & Experience**

- A strong commitment to anti-racist and anti-discriminatory practice.
- An active awareness of self, relational and epistemological reflexivity and the way in which personal and professional stories can impact children and families and professional relationships.
- An ability to work reflexively and collaboratively with staff and external organisations.
- Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people and vulnerable adults through the utilisation of systemic ideas and practices.
- Knowledge of (and experience of operating) relevant legislation and statutory guidance, including:
  - Working Together to Safeguard Children
  - London Child Protection Procedures.
  - Care Planning Regulations
- Knowledge of systemic research and practice, government policy and strategy in respect of services for children and young people, including specialist services and edge of care services.
- Able to assess and manage risk using a systemic framework, associated with complex matters related to casework, financial, policy and strategic decisions using legal advice as appropriate.
- In-depth knowledge and understanding of the Professional Capabilities Framework and how this supports the training and development of social workers.
- Experience of supporting the learning and development of others within Children's Social Care Services.
- Experience of the operation of key statutory processes and the operation of child protection procedures.
- Experience of developing and embedding systemic ideas and practices within a children's social care environment.
- Experience of delivering best practice in relation to young people who are vulnerable and at risk of coming into local authority care.
- Experience of supporting service improvements and contributing to effective and sustained change.
- Able to inspire and motivate staff.
- Able to support individuals and teams through change.
- Able to establish effective partnerships with statutory and non-statutory organisations and agencies, children and carers.
- Able to establish, develop and manage effective multi-agency / disciplinary working.
- Able to demonstrate initiative, self-motivation and leadership in driving good outcomes and continuous improvement.
- Excellent knowledge of theory, research and evidence-based interventions that underpin social work practice.
- Excellent verbal communication and writing skills.
- Experience of student supervision or providing professional supervision to qualified staff, including case consultation and case reviews.
- Experience of working with children and families in a multi-cultural, inner-city community, including a good working knowledge of complex assessments of a child's needs and/or risk.
- Able to provide professional supervision to qualified staff, including case consultation and case reviews, and to provide coaching and mentoring where needed.
- Demonstrable experience of practice development.

#### **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:**

This role has no formal line management responsibilities.

**Relationships.**

- This post will report into the Team Manager for the Social Work Academy Service.
- Team Managers, Senior Social Work Practitioners, Social Workers, and any other social care professionals based in the Quality Assurance Unit and CSSW.

**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](http://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](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.