

Lead Practitioner, Adult Mental Health

Grade: 47,394 – 54,222 Plus 5% Pro Rata

Location: Camden

Reports to: Katherine Maciver



About the role

In this role, you will contribute to the development of future service models in the context of the Council's Medium Term Financial Strategy. You will create an environment of continuing learning, quality improvement and professional development, developing excellent service outcomes. It is important that you promote positive risk taking to promote customer's independence and share innovative solutions to care and support needs. You will keep up to date with changes in practice and participate in life-long learning. You will be expected to contribute with other lead practitioners in the service to a culture and style of leadership that develops and empowers people.

At the core of the role is the unique ability to develop long term relationships with people and their support networks to help them build the lives that really matter to them and to maintain good mental health. Your approach will need to be strength – based in nature with a strong focus on the core values of your Social Work role as well as being recovery focused.

At times, unexpected events and crisis may arise and your ability to recognise and respond to signs of harm, abuse and neglect is pivotal in keeping those who are most vulnerable safe from harm whilst avoiding unnecessary admission to hospital whenever possible. Vitrally, you will oversee practice quality and monitoring for service users.

The things you'll achieve

You will have the opportunity to practice and develop a wide range of skills including the opportunity to coordinate Mental Health Act assessments and participate in the Camden's AMHP duty rota or be willing to train as an AMHP.

You will champion integrated whole systems working, undertake the duties of Team Managers and provide professional consultation to colleagues and other appropriate agencies.

About you

Experience

A thorough knowledge of the relevant legislation (e.g. MHA, MCA, Care Act etc), policies, procedures and best practice guides is essential in this role and there is a continued need for professional development. You must have a comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice. Including (but not exclusively) Care Act 2014, Mental Capacity Act 2005, Human Rights Act 1998 and Mental Health Act 1983.

You will have extensive experience of adult social care and knowledge of resources required to deliver effective care. You should be able to demonstrate evidence of leading and improving and challenging social care practice. At least one year of managing qualified social worker will be necessary for the post-holder.

You have

It is essential that you have a BA, BSc, DIPSW or CQSW or MA in Social Work or equivalent qualification and that you are registered with Social Work England. You must be willing to undertake post qualifying courses when required such as the Approved Mental Health Professional (AMHP) qualification.

The role requires a working knowledge of, and experience in Mental Health Services including familiarity with the support options, interventions and resources for those with mental ill health. You must have a keen interest in working with mental health and be professionally curious about the area of work.

Other important information...

People management

You will hold supervisory responsibilities for up to 6 Qualified Social Workers, managing staff on HR issues (performance management, attendance, conduct) as required and in line with the relevant organisational policies and procedures. You will be coaching staff in the service, in your area of expertise. Where needed, you will co work on cases to promote staff development. You will provide professional supervision to support social workers and other colleagues in undertaking complex assessments and interventions, encouraging the development of high-quality standards and practice.

Work environment

The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high-risk problems or issues. The post holder may be required to work evening and weekends from time to time.

Who you will be working with

You will develop and maintain relationships with customers, carers and other members of the public Community/Interest groups. A positive dynamic between all appropriate statutory and independent agencies Other Council departments will be required. Health colleagues will be working closely with you and your teams. A key responsibility of this role is to provide maximum social care leadership level support in the service, meeting with key stakeholders to ensure high standards of service delivery.

Who we are

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

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.

Asking for Adjustments

Camden is committed to making our recruitment practices 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

