

## **Advanced Personal Adviser – Care Experienced Young People Job Profile**

**Job Title: Advanced Personal Adviser – Care Experienced Young People**

**Job Grade: Level 4 Zone 1**

**Salary Range: £43,004 - £49,131**

### **About Camden**

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we're not just home to 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**

Support care experienced young people aged 16-25 in reaching independence, by progressing through semi-independence developing the necessary skills in budgeting, maintaining their accommodation, developing emotionally and socially, being healthy, To meet with young people a minimum every 8 weeks or within a week if moved in an emergency and to ensure meetings involve seeing them in their accommodation.

Positive relationships are at the heart of our work. You will take a systemic approach to supporting the young people you work with to achieve their aspirations on their journey to a stable and successful adulthood.

You will work with between 21-24 care experienced young people aged 16-25, offering a comprehensive and dedicated PA service. You will work alongside their Social Worker whilst the young person is looked after, and then take on full responsibility for the support of young people once they leave care.

Review Pathway Plans every 6 months and where a young person moves in an emergency to review the Pathway plan within 28 days, to ensure that plans are relevant and purposeful. You will work creatively with the young person to develop their pathway plan and use a range of skills and techniques to engage them in the process.

You will maintain accurate and timely recordings of all your work and interactions with young people and ensure that visits and Pathway Plans are undertaken in a timely manner and recorded to a high standard.

Supporting Looked After young people aged 16-17 to understand their rights and entitlements to Leaving Care Services whilst also supporting them, their Social Worker and involved professionals to plan for their future in an effective, timely and realistic manner through high quality Pathway Plans.

Providing all appropriate advice, guidance, support and assistance to support young people Leaving Care aged 18-25 to make the journey into a successful, independent and stable adulthood through purposeful and young person-centred visits and activity.

Maximising the opportunities for young people to develop positive and stable relationships with their families and/or support networks whilst maximising opportunities for young people to be productive and positive members of their local community, building a secure and stable network that will support them throughout their lives.

You will work independently at times, using your own initiative, and you will be responsible for professional timekeeping and maintaining an up-to-date calendar as a record of your movements.

You will attend all professional meetings that are required as part of supporting young people to stay safe and achieve their goals, and you will develop positive relationships with professionals and partner agencies to ensure that young people receive the best possible service at the right time

Work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent, and voluntary resources as part of the Young Peoples Pathway.

Recognise the additional barriers to achievement faced by care experienced young people and help them to have high aspirations and to build on their strengths whilst recognising their weaknesses and needs.

Establishing strong and supportive relationships with young people that allow them to develop confidence, make positive choices and pursue their dreams. This will involve supporting young people to access the full Local Offer

To role model and help others demonstrate professionalism; ensuring professional standards are maintained throughout area of responsibilities.

### **About you**

- Sound knowledge of the legislative framework of social service department.
- 2 years' experience of working with young people aged 16-25 years old supporting them with their accommodation and developing independence.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation related to Children in Need, Children Looked After. Knowledge of the Children Leaving Care Act 2000 and Children and Social Work Act 2017
- 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.
- Experience of undertaking complex assessments of a young person's needs and/or risk.

- Experience of engaging in supervision and accessing available training and developing your skills in Camden Model of Social work.
- You will need a comprehensive knowledge of the process and procedures for safeguarding children and adults, and you will keep up to date with any changes to legislation for care experienced young people and asylum-seeking young people.
- You will maintain a good working knowledge of benefits, training/employment, housing and health issues affecting young people and you will actively undertake training as a commitment to continuous professional development.

### **Additional Criteria for Personal Adviser**

Practitioners wishing to become an Advanced Personal Adviser must demonstrate a commitment to learning and professional development, evidenced through a range of additional skills and behaviours including, but not limited to:

- Ability and willingness to work with our most vulnerable young people and complex situations.
- Supporting and guiding peers, through joint working, consultation and sharing best practice.
- Leading a particular area of practice; with a commitment to developing knowledge and expertise to support the work of the service and our offer to young people.
- Organise inductions and mentor new personal advisers
- Arrange events in consultation with young people in the drop-in to develop young people independent living skills
- To set up and work in close partnership with and ensure the involvement and participation of young people in the assessment, planning and review of services.
- Personal Adviser to sit on interviewing panel with all recruitments relating to the service
- To represent Camden at Care Experienced Forums at national, regional, and local forums and meetings, with or on behalf of the Team Manager.
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### **Work Environment:**

This is an office-based position. However, you will undertake regular home visits to young people at their accommodation and accompany them to appointments and meetings in the community when required.

### **People Management Responsibilities:**

None

### **Relationships:**

Establishes a network of internal and external colleagues from whom to seek advice and expertise  
Engages positively with and contribute to organisational development

### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

### **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.