

Senior Practitioner, ASC Neighbourhoods

Salary Range: £47,394 – 54,222

Grade: Level 4, Zone 2

Location: 5 Pancras Square

Reports to: Carol Hawthorne



About the role

The role is part of a multi-disciplinary team approach to support our Camden communities. As a Senior Practitioner you will be expected to be an integral part of this team, to manage complex casework and resources, and to use your expertise to advise, negotiate, advocate and champion the needs of Camden residents.

In addition, you will work together with the Team Manager, other Senior and Advanced Practitioners and colleagues to develop best practice, drawing on current research and evidence-based practice to promote our What Matters strengths-based practice approach, keeping the person at the centre of all decisions and helping them to achieve their outcomes.

You will work closely in partnership with other members of a multi-disciplinary team and with support staff, specialist, and external partners to ensure the overall service is person centred.

The things you'll achieve

- Contribute to the development of future service models in the context of the Council's Financial Strategy.
- Contribute and lead on policy and practice development, participating in service reviews as required.
- Create an environment of continuous learning, quality improvement and professional development, developing excellent service outcomes and ensuring service improvements are implemented when necessary.
- Work with Team and Senior Managers, colleagues and Commissioners to ensure best use of resources and positive outcomes for people, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance.
- Deputise for Team Managers when required within the Neighbourhood Teams.

This includes:

- Promote positive risk taking to maximise independence.
- Embed and share innovative solutions to care and support needs and work with complex family/health issues, ensuring that the delivery of care and support is reviewed and service improvements are implemented.
- Ensure that all duties within the role are delivered in accordance with policy and procedure and professional registration practice.
- Contribute with other Senior and Advanced Practitioners in the service to a culture and style of leadership that develops and empowers people, recognises achievement and promotes the continuous development of staff and teams.
- Keep up-to-date with changes in practice and participate in your own life-long learning and personal and professional development and also for colleagues through supervision, appraisal and reflective practice.
- Promote integrated whole systems working, working closely with other services both internally and externally. This will include negotiating and influencing outcomes, engaging and involving users and carers and all stakeholders, liaising with other workers and agencies as appropriate.
- To undertake duties on behalf of the Team Manager as required by the needs of the service

About you

Experience

You will be someone who engages people and builds rapport and confidence. You will be creative, innovative and adaptable and will:

Contribute to the development of future service models in the context of the Council's Financial Strategy. Contribute and lead on policy and practice development, participating in service reviews as required.

Create an environment of continuous learning, quality improvement and professional development, developing excellent service outcomes and ensuring service improvements are implemented when necessary.

Work with Operational and Senior Managers, colleagues and Commissioners to ensure best use of resources and positive outcomes for Camden residents, ensuring that data on financial and quality measures are collected accurately and analysed to improve

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.

You will be required to line manage and supervise up to 6 members staff in the neighbourhood teams. Line management responsibilities include:

Mentoring and coaching staff in the services (local authority and health), in areas of expertise. Where needed, to co-work cases to promote staff development.

Providing professional supervision to support social workers and other colleagues in undertaking complex assessments and interventions, encouraging the development of high-quality standards and practice.

Other important information...

People management

No management responsibilities

Work environment

The job is primarily based in the Neighbourhoods in Camden and requires flexibility around working hours and being able to provide support. You may 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 across the organisation.

The application process.

Once the advert closes, you will ne notified if you have been shortlisted within 5 working days. You will attend a face to face interview with 3 panel members, where you will be asked to do a 10 minute presentation on a topic that will be given to you in advance of the interview.

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

