

Lead Practitioner – North Camden Rehabilitation and Recovery, Adult Social Care

Salary Range: £47,394 - £54,222

Grade: Level 4 Zone 2

Location: 5 Pancras Square / Peckwater Centre

Reports to: Kathryn Maguire



About the role

This role is to support the management of the social work service that supports vulnerable adults or adults with mental health needs, working closely with the Team Managers and Service Managers to embed Camden's Model of Social Work and strengths-based practice throughout the service.

You will also support, coach and mentor staff by providing a clear and responsive practice leadership role within the service including modelling best practice, promoting and ensuring the highest professional standards are maintained throughout areas of responsibility.

You will deliver a creative program of shared learning and development within the relevant area of expertise in liaison with Team and Service Managers and take a proactive approach to working in a changing environment, addressing delays, highlighting areas for improvement and solving problems that arise.

The things you'll achieve

- Delivering excellent services to the people of Camden
- Managing a team of Social Workers
- Working in a large team supporting each other
- Excellent knowledge and application of strengths-based practice
- Practice development which will improve the lives of residents
- Provide professional supervisory support to social care officers and other colleagues in undertaking complex safeguarding enquiries and interventions.
- Be a creative and adaptable member of the team undertaking Lead Practitioner duties across the service and will involve understanding the role of other services in supporting mental health and social care customers and being able to influence their work, in partnership where that would help the customer.

About you

Experience

- Diploma in Social Work or equivalent qualification and proven experience of working in a Social Services department (Essential)
- Social Work England registration (Essential)
- AMHP trained or ability and willingness to undertake AMHP training.
- People management and team building and how to put knowledge of systems working into practice
- Extensive knowledge of adult social care resources required to deliver effective care and support to customers and their carers

You have

- Demonstrate sound knowledge of the legislative frameworks
- Evidence of continuing professional development.
- Demonstrate 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.
- Knowledge and awareness of implementing strength based practice
- Excellent knowledge and practical application of risk assessment and safeguarding adults' statutory frameworks and current agendas.

Other important information...

People management

- 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.
- Mentor and coaching staff in the service, in area of expertise. Where needed, co work cases to promote staff development.
- 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 excellent working relationships with health and social care colleagues, external organisations, voluntary sector and other local authorities. Display sound professional judgements and working across the service to provide specialist advice and support.

The application process

Shortlisting can take up to two weeks after the advert closes. Successful candidates will be invited to a one-stage interview and test process. Following the interview, The Hiring Manager will contact the successful appointee directly.

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

