

Job Profile

Job Title: Service Lead (Systemic Practice)
Job Grade: Level 6 Zone 1
Salary Range: £66,573 - £79,782
Hours: (Full time – 37 hours per week)

About Camden:

Camden is a place where everyone can thrive, by making our borough the best place to live, work, study, and visit. We're not just home to UK's fast-growing economy, we're also 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.

This is an opportunity to be part of a thriving and dynamic service across Camden's Children's Safeguarding & Social Work. The Service Lead will play a central role in achieving positive outcomes for children and families in Camden, by inspiring, encouraging, and developing excellent systemic social work practices to make a real difference in the lives of children and young people.

Keeping families together where it is safe to do so. We work with family's strengths to help them meet the challenges they face alongside supporting our practitioners to do transformational work needed to reduce or prevent the need for children to be taken into care and ensure where children do enter care, their permanency planning is timely and effective and that where safe to do so children are supported to return home.

You will be joining a friendly and engaging leadership team that is committed to keeping families together by working closely with colleagues and partners in respectful and appreciative ways to help find families strengths to deliver the best possible outcomes for children in the borough.

About the Role:

Bringing expertise in the field of systemic practices, you will be responsible for developing, promoting, and communicating our practice approach into all aspects of service delivery within children's social care. You will be responsible for:

- Working directly with children and families
- Ensuring effective performance management of the service
- The supervision of Family and Systemic Psychotherapists
- Supporting service development and research projects
- Strategic and operational responsibility for the Systemic Service

You will also, as the lead clinician, be responsible for the strategic leadership of our practice framework and anti-racist practice

- You will lead on the training of systemic ideas and practices across children's services, supporting all the teams that are working within a clear systemic framework of the Camden Model of Social Work
- You will also deliver therapeutic interventions alongside practitioners and support the development of practitioners' skills in this area.
- To lead in improving practice quality through embedding our practice framework and offering mentoring, coaching and consultation where required.
- You will be responsible for service innovation, improvements, and implementation.
- You will be responsible for evaluation, reporting, and presentation at various strategic meetings.
- You will contribute to the workstreams in the Centre for Relational Practice and the Academy, ensuring that there is coherence across the Directorate with respect to workforce development.

Example outcomes or objectives that this role will deliver:

- To have operational and strategic responsibility for the development, planning and delivery of the Family and Systemic service social and the embedding of systemic ideas and practices into all aspects of Children's Social Care and Early Help services.
- You will have oversight of the development of the chosen practice framework, including the delivery of training to ensure coherence and a whole systems approach to practice.
- To work with colleagues to ensure children and families receive an outstanding quality systemic service across the Directorate.
- Leadership to provide and promote systemic consultation, facilitate bespoke learning events, and provide presentations to wider audiences as required across all service areas.
- To share and cascade current information and research about relationship-based and systemic social work. This includes promoting the use of tools and frameworks that support and are inclusive of direct work with children and families.
- Consultation that influences and impacts positively on practice and increases skill, confidence, and knowledge for all professionals to improve delivery for children and families which demonstrates positive outcomes and their participation.
- To facilitate, lead and support workshops such as induction and learning events and identify areas of strength in practice and support/ advice on individual or team action/ service plans to address areas of development.
- To promote communication and share learning opportunities by liaising with other key partners and providing opportunities of shared learning or workshops.
- Develop effective forums for practitioners to provide feedback on current and proposed systems and processes, ensuring their views and recommendations for improvement are considered.
- To participate in the development of children and families social work evidence-based research and practice with academic institutions and national organisations and lead on its relevant application within the local workforce.

- To always operate within the professional ethics and disciplines of social work as described in the BASW code of ethics, Social Work England's Professional Capabilities Framework, and the Health Standards of Practice.

Qualifications:

- Appropriate professional qualification, including social work and systemic psychotherapy and current HCPC registration
- Registered as a professional with UKCP/and Social Work England (if a qualified social worker)
- Undertake an enhanced DBS disclosure prior to employment and then every three years
- Advanced Diploma in Supervision and Systemic Psychotherapy
- Evidence of post qualification learning and development

Technical Knowledge & Experience:

- A strong commitment to anti-racist and anti-discriminatory practice
- 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
- Robust knowledge of best practice in a social work context and social theories, robust knowledge of current issues relating to social work legislation and up to date knowledge of social work standards and reform
- Substantial post-qualifying experience of children's social work within a breadth of settings both as a practitioner and as a senior manager
- Significant experience of influencing decision-making and service delivery at a strategic level and embedding a learning culture within their service area
- Effective partnership working within a complex policy and service environment with a wide range of stakeholders.
- Ability to relate everyday practice issues to the wider strategic context, and ability to apply theory to practice and shape the practice of others.
- An ability to manage services and to devise innovative solutions to service delivery.
- Ability to manage, lead and motivate staff and foster their development and to relate and work with people at all levels.
- Experience of acting in a supervisory capacity with systemic psychotherapists, students, social workers and practice

teaching/mentoring/coaching staff or students, to enabling learning.

- High level of communication skills both orally and writing to a high standard with an ability to convey complex information in accessible form, including presenting to large internal/external groups. Including generating information for learning in the organisation.

Work Environment

Able to work outside of normal office hours when required.

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. The base will be in Pancras Square and other locations within Camden as specified by the Director of Childrens Social Services.

People Management Responsibilities:

Family & Systemic Psychotherapists

You will report to Head of Practice

Relationships:

Internal relationships:

All teams and staff within Camden's Children Social Services Division

Heads of Service, Service Managers and Team Managers across Camden's Children's Services

External relationships:

Children, young people, and their families

All relevant partner organisations that Camden Children's Services works in partnership with including schools, external service provider and the private and voluntary sector including foster carers and residential care providers; Police; Probation, Health Representatives of the key government departments, national bodies, and networks

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

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.

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). 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 or post to 5 Pancras Square, London, N1C 4AG,