

# Practice Development Officer

**Salary Range: £48,969 -£55,797**

**Grade: Level 4 - Zone 2**

**Location: 5 Pancras Square, London N1C  
4AG/Hybrid**

**Reports to: Academy Team Manager**



# About the role

We are looking for an accredited Practice Educator who will work closely with the Academy manager in ensuring the social workers in the service are well supported. You will support, mentor, and develop a range of innovative training and learning opportunities to help Newly Qualified Social Workers (NQSWS) in their Assessed and Supported Year of Employment (ASYE) complete their professional development requirements for this year.

The role of Practice Educator will work with the Team/Service Managers and Heads of Service to strengthen and develop social worker's knowledge, practice, skills and service delivery, strengthening outcomes for young people and their families, keeping their voices central to practice.

You will work with colleagues to ensure children and families receive an outstanding quality service across CSSW, and promote a culture of safe practice, transparency, and good communication.

# About You

## ***Experience***

**We would love to hear from you if you hold a social work qualification, current SWE registration and at least 4 years' post qualifying experience.**

**You will also need to hold a Practice Educator Award (minimum PEPs 1 and be willing to undertake PEPs 2) and be Social Work England registered.**

You will have sound knowledge of the Children Act 1989 and other legislation governing work with children and families.

You will have experience in undertaking child protection case work and a sound understanding of threshold of intervention and care planning.

## **You have**

You will hold a strong commitment to anti-racist and anti-discriminatory practice and have the ability to support, motivate and inspire staff as well as support individuals and teams through change.

We need someone that has experience of supporting the learning and development of others within Children's Social Care Services, as well as experience of developing and embedding relational ideas and practices within a children's social care environment.

You will be able to deliver best practice in relation to young people who are vulnerable and at risk of coming into local authority care.

# The things you'll achieve

You will be supporting Student Social Workers, Practice Educators and Newly Qualified Social Workers in their learning and professional development.

You will be support experienced Practitioners in their ongoing professional development and career progression.

You will collaborate with Learning and Development colleagues to develop, evaluate and offer a learning programme for all practitioners across Children and Learning.

You will collaborate with stakeholders such as, partner Universities, Skills for Care and teaching partnerships to support the work that the Academy is undertaking.

## Other important information...

### **People management**

No direct line management as part of this role, however you will be providing supervision to Newly Qualified Social Workers and undertaking direct observations of practice.

### **Work environment**

You will work from our main offices, 5PS, in Kings Cross and be expected to work at least three days a week in the office

### **Who you will be working with**

You will be joining the Academy Team, reporting to the Academy Manager Jay Fente.

You will work closely with the other Practice Development Officers in the team, Head of Practice and Learning Sophie Kershaw and also Team Managers and Service Managers across Children and Learning.

You will also be working with colleagues from external organisations.

### **The application process**

You will need to apply for role and if shortlisted will be invited to an in person panel interview. You will be asked to prepare a short presentation as part of the panel interview, the theme of which will be sent to in advance.

# 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](mailto:resourcing@camden.gov.uk)

