

Job Profile: Lead Practitioner Camden Learning Disabilities Service

This supplementary information is for guidance and must be used in conjunction with the Job Capsule for Job Family - Social Care - Job Zone Level 4.2.

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

- To jointly manage the social work service that supports adults with Learning Disabilities, working closely with the Operations Manager
- To collaborate closely with the managers across the service and clinicians in the wider multidisciplinary team covering the following specialisms: Dietetics, Nursing, Occupational Therapy, Psychiatry, Psychological Therapies, Speech and Language Therapy and Children and Young People with Disabilities Service (0-25 years)
- To share duty management responsibility across CLDS ensuring the delivery of the highest standards of care for customers and their families.
- To develop and support a comprehensive assessment and support service for adults with learning disabilities
- Hold a small complex caseload, under the supervision of Service Manager
- To work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent and voluntary resources.

- To role model and help others demonstrate professionalism, ensuring professional social work standards are maintained throughout area of responsibilities

Example outcomes or objectives that this role will deliver:

- Contribute to the development of future service models in the context of the Council's Medium Term Financial Strategy.
- 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 & Senior Managers, CLDS and CYPD colleagues and Commissioners to ensure best use of resources and positive outcomes for customers, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance. This includes
- Promote positive risk taking to maximise customers' 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 managers 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, including developing strategies for workforce planning.

- Keep up-to-date with changes in practice and participate in life-long learning and personal and professional development for one's self and colleagues through supervision, appraisal and reflective practice.
- Promote integrated strengths based practice, working closely with other managers of 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. The outcome of these interactions will have a significant impact on the service provided to adults requiring social care and support.
- To undertake duties on behalf of the Operations Manager as required by the needs of the service

People Management Responsibilities:

- Line management and supervisory responsibilities for up to 4 Social Workers plus one Access and Support Officer

Relationships:

A key responsibility of this role is to provide maximum leadership level support in the service, meeting with key stakeholders to ensure high standards of service delivery

Key contacts will include:

- Senior managers
- Health colleagues

- Housing colleagues
- Customers, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments

Work Environment:

Mostly office based at 5PS but some travel required around the borough to visit services and meet with other agencies.

Technical Knowledge and Experience:

Essential:

- Diploma in social work or equivalent qualification; HCPC registration. Sound knowledge of the legislative framework of social service department.
- Experience of managing social workers
- Evidence of continuing professional development.

Desirable: Post graduate qualifications in a specific area of practice and/or management

Key experience required:

- People management and team building and how to put knowledge of systems working into practice
- 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.
- Extensive knowledge of adult social care resources required to deliver effective care and support to customers and their carers
- Excellent knowledge and practical application of risk assessment and Safeguarding Adults statutory frameworks and current agendas.
- Leading and improving and challenging social care practice
- Experience of giving supervision, an ability to evidence the assessment and motivation of staff, identifying training needs. At least one year's experience supervising and managing professional staff.

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- **Deliver for the people of Camden**

**Acts as a customer champion by challenging others to think and act in a way that engages our customers
Establishes and embeds a way of working where improving the customers experience is everyone's goal.
Is confident and capable of offering advice and support to address members concerns / requests**

- **Work as one team**

**Identifies and takes advantage of opportunities to deliver services collaboratively on an ongoing basis
Encourages mutual trust and giving feedback to each other even when the message is difficult
Enthusiastically shares information, learning and best practice with colleagues**

- **Take pride in getting it right**

**Makes sure that solutions are designed to be right first time
focus on data quality and ensure information is accessible to others and shared safely
Uses measures of success to demonstrate achieving set outcomes**

- **Find better ways**

Proactively makes changes to improve performance with a focus on best practice and most efficient use of resources

looks for new and innovative ways of working whilst evaluating activities to determine in what way value is being added

•Take personal responsibility

Able to take tough decisions and calmly tackle and confront challenging issues head on

Considers the informal, political dimensions of situations and aligns direction of the team with corporate strategies

For further information on the Camden Way please visit:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>

Structure Chart – attached