

Job Profile: *Senior Practitioner MASH*

This supplementary information for *Senior Practitioner MASH* is for guidance and must be used in conjunction with the Job Capsule for Job Family People/Social Care at People/Social at Zone 4 Level 2

Camden Way Category 4

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:

- Provide the appropriate help; which ranges from offering advice/ consultation and information to parents, carers and partner agencies, signposting families to appropriate services, or referring for statutory assessments.
- You will play an important role in screening contacts by assessing risk and safeguarding concerns. Taking account of past interventions and services before quickly deciding upon the most appropriate intervention.
- Processing contacts based on the timescales specified within the MASH setting.
- Awareness of locality resources, signposting and referring families for support according to identified needs.
- The role involves working closely with partner agencies and having a good working knowledge of the boroughs services.
- 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:

- The team is a central resource for the whole of Camden, receiving new safeguarding concerns or enquiries and collating information from different agencies to build up a holistic picture of a family's circumstances. You will work as a part of a team to quickly respond to a child's identified needs and use the broad categories of services and resources available to children and families to meet identified needs.
- To establish a network of internal and external colleagues from whom to seek advice and expertise.
- Plays a leading role in practice development in the team and help sustain a learning culture.
- To provide professional support and supervision to designated social workers in the team.
- At all times carrying out responsibilities and duties with due regard to legislation and to the Council's child care policies and within the framework of an integrated range of services for children and their families.
- At all times ensuring that services offered by the team meets the needs of the multi racial and multi cultural community in Camden.
- To participate in the development and updating of policy, practice and procedures as relevant to the post.
- To be aware, understand and make use of research and developments to the work of the Children in Need Service.

People Management Responsibilities:

- To undertake duties on behalf of the team manager as required by the needs of the service.
- Line managing Social Workers within MASH
- Facilitating group supervision and creating opportunities for reflection, mindfulness and mentalization in planning and delivering interventions with children and families.
- Supporting the integration of learning from training.

Relationships:

- You will be working as a Senior Practitioner in a multi-disciplinary team made up of professionals from a range of agencies including police, probation, health and social care, working together in the same location.
- You will have partner agencies co-located in the team, as well as maintaining strong links with virtual agencies.
- Engages positively with and contributes to organisational development

Work Environment:

- This is an office based position, however the senior may be required to give presentations to partner agencies within the community

Technical Knowledge and Experience:

- Diploma in social work in social work or equivalent qualification; HCPC registration. Sound knowledge of the legislative framework of social service department.
- Three years post qualification experience of working in a Children and Families Division including experience in a family placements service.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation related to Children in Need.
- To demonstrate knowledge and understanding of the pressures faced by families with children living in socially deprived neighbourhoods, the issues faced by/needs of disadvantaged families with children.
- Experience of undertaking complex assessments of a child's needs and/or risk
- 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
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

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

