

Job Profile Information: Senior Practitioner

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

Supervise and co-ordinate the work of a social work pod within the Children in Need Service. Making appropriate use of resources to ensure the provision of a high quality, comprehensive and effective service to children and families arising out of the Council's duties and powers under legislation and regulations, Council and Departmental policies and procedures.

The ideal candidate will have a proven track record of providing supervision or other relevant management experience. You will take on the responsibility of ensuring the team is appropriately resourced, managed and supported. You will have a high level of knowledge, skill and expertise in care proceedings, child protection and child in need work.

Key aspects of the role:

- Manage the provision of a social work pod allocating monitoring and supervising the work of a social work team using agreed workload management systems, in order to ensure staff resources are deployed effectively and professional/performance standards are maintained.
- Manage, motivate and develop staff, identifying individual and collective training needs and setting training objectives in conjunction with learning and development colleagues to co-ordinate the overall development of the team.
- Ensure the maintenance of confidential and accurate records, making use of management information systems in the recording, retrieval and analysis of information as required by the department in order to ensure statutory and practice requirements are met.
- Provide professional supervision and support to social workers to ensure the appropriate management of statutory work and development of high quality standards and practice

- Prepare reports, statements and such other legal documents as may be required in relation to children and young persons, attend court and represent the department to ensure legal and statutory requirements are met and carried out.
- Hold, manage and be responsible for such budgets as may be delegated, approving and authorising expenditure relative to the need/service requirements and ensuring packages of care are reviewed regularly.
- Develop and identify resources required for packages of care and base these on identified needs, taking into account departmental policies and procedures within agreed departmental priorities and ensuring staff take responsibility for budgetary control requirements and are imaginative in their approach towards the purchasing and commissioning of services, seeking alternative funding where possible.

Example outcomes or objectives that this role will be responsible for delivering:

- Ability to provide line management and robust performance management to individuals and teams to successfully coach, develop and motivate colleagues and students;
- Commitment to delivering high quality, cost effective services and ability to develop appropriate performance indicators and undertake contract management;
- Understanding of role in multi-disciplinary setting with ability to develop and deliver services effectively focussing on internal and external customers, being innovative and creative, open to ideas and challenge and committed to individual learning and development;.
- Ability to build and maintain effective working relationships at all levels internally and externally in order to influence and get things done;
- Strong negotiation and influencing skills and ability to deal with conflict, hostility and vulnerability;
- Ability to make appropriate assessments, plan interventions, have knowledge of resources, make care plans including review and evaluation;
- Ability to take responsibility for own work consistently achieving and delivering to time, and quality despite tight timescales and conflicting priorities;
- Ability to undertake research and work with other staff in the discussion of practice issues and policy development to improve services;
- IT literate with excellent written and verbal communication skills, including ability to produce complex reports and letters and present views in a clear manner;
- Able to establish positive and effective working relationships with children, young people and families to ascertain their wishes and engage feelings them in decision making processes.

Relationships and accountabilities:

The post holder will be required to promote integrated working, liaising with various teams and services both internally and externally. This will include negotiating and influencing outcomes, engaging and involving users and carers in reviews and liaising with other workers and agencies as appropriate. The outcome of these interactions will have a significant impact on the service provided to children and families.

Key contacts are likely to include:

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

Work Environment:

The post holder will be required to manage a social work pod and ensure provision of appropriate social work services to service users within an allocation and workload management system this will include participating in the service duty system.

A key responsibility of this role is to provide maximum availability and support to the team. This involves regular direct work, joint working, home visits and reflective sessions. There is an expectation that post holders will work in a flexible manner, undertaking such other duties as may be required according to the needs of the service as directed by the Team Manager or Departmental Senior Management.

This post will be managed by and receive supervision from the immediate line manager, including an annual review of performance. The post holder shares responsibility within their team for the development and implementation of appropriate services and professional standards to meet the needs of all client groups in a multi-racial inner-city environment.

Technical Knowledge and Experience:

- You must have a relevant Social Work Qualification and be HCPC registered.
- Good working knowledge of the Children Act 1989 and other legislation governing work with children and families is required
- Ability to lead, motivate staff and drive performance within a Team Management and Supervisory experience in social work
- Strong written and verbal communication skills with a diverse range of professionals. Assertive, with good interpersonal skills
- Analytical skills and budget skills. Strategic and project management experience. Experience of safeguarding, care proceedings and court work

- IT skills in recording and maintaining data and record information system
- Substantial post-qualifying experience of working with children and families in a multi-cultural, inner-city community, including:
 - undertaking complex assessments of a child's needs and/or risk;
 - designing and implementing care/protection plans;
 - Monitoring and reviewing such plans over a period of time.
- Demonstrable experience of staff management, training, service practice development;
- Experience of student supervision or providing professional supervision to qualified staff, including case consultation and case reviews;
- Experience of working closely in partnership with internal and external stakeholders and across agencies to deliver successful outcomes.

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

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