

## Job Profile: FGC and Practice Development Coordinator

This supplementary information for FGC and Practice Development Coordinator is for guidance and must be used in conjunction with the Job Capsule for 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:

This is a secondment opportunity to work with the Principal Social Worker (PSW) and Family Group Conferencing (FGC) manager to support and develop family group conferencing and other strength based practice approaches in Adult Social Care (ASC).

The purpose of the role is to promote best practice standards, draw on current research and evidence based practice and deliver a creative programme of shared learning and development. Coaching, mentoring and facilitating staff inclusion and engagement are all intrinsic to this role which will closely align to learning and development strategy and excellence of supervision practice standards. Creating a culture of critical thinking, reflection and learning is also fundamental to this role as is being up to date with national and local policy. The delivery of training and action learning sessions is essential to embed best practice principles and values and build professional confidence across the ASC workforce.

### Example outcomes or objectives that this role will deliver:

- FGC practice development, coordinating resource and learning opportunities as directed by the FGC Manager
- Strength based practice development, embedding shared strength based principles and values across health and social care as directed by the PSW
- Creation of an environment of continuous learning, quality improvement and professional development with excellent service outcomes and ensuring service improvements are implemented when necessary
- Maximising the best use of resources and positive outcomes for people
- Seeking 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.
- Creating a culture of critical thinking, evidence based practice and continuous improvement.
- Direct involvement in research studies, seeking and maximising opportunities and available resource.
- Developing a professionally able and confident workforce.
- Promote integrated whole systems working, negotiating and influencing outcomes, engaging and involving users and carers and all stakeholders, liaising with other workers and agencies as appropriate.

### **People Management Responsibilities:**

- Mentor and coaching staff in the service, in area of expertise. Where needed, co work cases to promote staff development.
- Provide professional supervision to support social workers and other colleagues in undertaking complex assessments and interventions, encouraging the development of high quality standards and practice

### **Relationships:**

- Develop and maintain excellent working relationships with internal and external stakeholders.
- Communicate well, build rapport and morale, building professional confidence.
- Support staff wellbeing.
- Display sound professional judgements and working across the service to provide specialist advice and support.
- Work collaboratively and in partnership with citizens, families/carers, professionals and the wider community to ensure they receive an excellent, holistic person centred service which is inclusive, anti-discriminatory and anti-oppressive.
- Work collaboratively to anticipate risks and issues, proactively addressing barriers to progress and creating the conditions to facilitate best practice.
- Be a creative and adaptable member of the team undertaking Lead Practitioner duties as directed by the PSW and across the service.

### **Work Environment:**

The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high risk problems or issues. The post holder may be required to work evening and weekends from time to time.

### **Technical Knowledge and Experience:**

- Social Work or equivalent professional qualification and proven experience of working in Social Care (Essential)
- HCPC registration (Essential)
- Demonstrates sound knowledge of the legislative and policy frameworks
- Evidence of continuing professional development.
- Excellent report writing and presentation skills
- Evidence of people management, team building and supervision and how to put knowledge of systems working into practice

- Demonstrates a comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice.
- Extensive knowledge of ASC resources required to deliver effective care and support to people and their carers
- Demonstrates knowledge and awareness of FGC and implementing strength based practice
- Excellent knowledge and practical application of risk assessment and safeguarding adults' statutory frameworks and current agendas.
- Demonstrates evidence of leading and improving and challenging social care practice.

### **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