

Job Profile Information: Senior Practitioner (Across the CIN service)

This supplementary information for Senior Practitioner opportunities across the CIN service is for guidance and must be used in conjunction with the Job Capsule Job Family Social Care at 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:

The post holder will manage and co-ordinate the work of a social work team, 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 experience of supervising case work and will be an accredited Practice Educator. You will work closely with the Team Manager in ensuring the team is appropriately resourced, managed and supported. You will have excellent leadership skills and a high level of knowledge, skill and expertise in working with vulnerable children and families.

Example outcomes or objectives that this role will deliver:

- Manage the provision of service allocating monitoring and supervising the work of reflective groups 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 both reflective and individual supervision 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 is 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.

People Management Responsibilities:

Team manager is responsible for Social workers.

Relationships;

- Service providers /Commissioners
- Regulatory bodies
- Health partners/ MOSAIC/Camden Learning Disabilities Service
- Adult Social care
- SEND services

Work Environment:

Main Base 5 Pancras Square, London, N1C 4AG.

Technical Knowledge and Experience:

- You will need a relevant Social Work Qualification and be HCPC registered
- Have sound knowledge of the Children Act 1989 and other legislation governing work with children and families
- Ability to lead, motivate staff and drive performance

- Strong written and verbal communication skills with a diverse range of professionals
- Analytical skills and budget skills. 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:
- Good working knowledge of complex assessments of a child's needs and/or risk;
- Experience of designing and implementing care/protection plans;
- Monitoring and reviewing such plans over a period.
- 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