

## **Job Profile**

**Job Title:** Mental Health Lead Practitioner

**Job Grade:** Level 4 Zone 2

**Salary Range:** £41,952 - £45,307.50 per annum plus 5% AMHP allowance (if applicable)

### **About Camden**

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all. The Lead Practitioner role within the integrated Mental Health Services in Camden is an exciting role which works in collaboration with other professionals within the Camden & Islington NHS Foundation Trust. It aims to bring a strong focus to Social Work values and principles in the interventions by the integrated services providing vital mental health support.

### **About the role**

To support the management of the social work service that supports adults with mental health needs, working closely with the Team Manager and Service Manager to embed Camden's Model of Social Work and strengths - based practice throughout the service. To support, coach and mentor staff by providing a clear and responsive practice leadership role within the service including modelling best practice, promoting and ensuring the highest professional standards are maintained throughout areas of responsibility. Deliver a creative program of shared learning and development within the relevant area of expertise in liaison with Team and Service Managers.

To share responsibility across the mental health partnership for ensuring the delivery of the highest standards of care for people and their families. To develop and support a comprehensive assessment and support service for adults with mental health needs

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

- Contribute and lead on policy and practice development, participating in service reviews as required.
- 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, colleagues and Commissioners to ensure best use of resources and positive outcomes for people, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance.
- 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 lead practitioners 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.
- 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 whole systems working, working closely with other lead practitioners 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 Team Manager as required by the needs of the service
- Provide professional consultation and advice to colleagues and other appropriate agencies.
- Participate on the AMHP rota as required.

### **About you**

Must be a qualified Social Worker with a minimum of 8 years post – qualifying experience and be registered with Social Work England. Required to undertake Post Qualifying Courses when relevant, including the Approved Mental Health Practitioner (AMHP) course.

Must have extensive knowledge of both the Care Act 2014 as well as the Mental Health Act.

### **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.

### **People Management Responsibilities:**

Supervisory responsibilities for up to 6 Qualified Social Workers, managing staff on HR issues (performance management, attendance, conduct) as required and in line with the relevant organisational policies and procedures.

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:**

To collaborate closely with the lead practitioners across the service and clinicians in the wider multidisciplinary team covering the following specialisms: Psychiatric Nursing, Occupational Therapy, Psychiatry, Psychological Therapies, Substance Misuse.

Develop and maintain excellent working relationships with health and social care and Council colleagues; external organisations in the health and voluntary sector and other local authorities to ensure an integrated and holistic approach.

Communicate in an appropriate, open, accurate and straightforward way

Display sound professional judgements and working across the service to provide specialist advice and support.

Work collaboratively and in partnership with customers, families/carers, professionals and the wider community to ensure customers receive an excellent, holistic person centred service which seeks to be inclusive, anti-discriminatory and anti-oppressive.

Work collaboratively to anticipate risks and issues, proactively addressing barriers to progress and creating the conditions to facilitate delivery to customers in an integrated way across all health and social care services

Be a creative and adaptable member of the team undertaking Lead Practitioner duties across the service.

This post will involve understanding the role of other services in supporting mental health and social care customers and being able to influence their work, in partnership where that would help the customer.

Key contacts will include:

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

### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

### **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

### **Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,