

Job Profile

Job Title: Advanced Practitioner - YOS

Job Grade: Level4, Zone 1

Starting Salary: £37,638

This supplementary information for Advanced Practitioner - YOS is for guidance and must be used in conjunction with the Job Capsule for Job Level 4, Zone 1 Camden Way Category

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:

- To manage a case load of youth justice cases, working innovatively with children from diverse backgrounds and engaging them and their families and other professionals in order to assess, develop and deliver intervention and activities that support their personal and social skills and participation in society.
- The Advanced Practitioner will be expected to offer support and guidance to other case managers to improve service provision. The Advanced Practitioner would be expected to contribute to the quality assurance process of the Youth Offending Service.
- The Advanced Practitioners will contribute to achieving the Youth Offending Service outcomes by creatively engage children who are subject to youth justice order and are at risk of anti-social behaviour, offending, misusing substances

Example outcomes or objectives that this role will deliver:

- Working within a multi-disciplinary team, to be responsible for all aspects of case management of youth justice cases, including dealing with non-compliance issues swiftly and effectively in compliance with local and national standards and inspection framework
- To advise, support and mentor Case Managers within their respective areas of work, offering additional assistance and guidance in order to improve service provision
- To participate in regular quality assurance processes within the Youth Offending Service including gate-keeping of reports and assessments.
- To effectively engage with children from diverse backgrounds at all stages of case management including during assessment, review and delivery of interventions/programmes
- To gather information, analyse and assess in order to manage risk, re-offending and safety/wellbeing accurately using appropriate screening and assessment tools; taking necessary measures to ensure welfare needs are dealt with effectively and public protection considerations are effectively managed.

- To represent the YOS in the Youth Magistrates' and Crown Court providing advice and support to children, their families and the judiciary. Undertaking assessments within a secure area will also be part of the role when working in court.
- To act as lead professional for allocated cases (reduced caseload, maximum 60%) and work collaboratively with partners using a family based approach to work towards increasing children and family resilience.
- Working collaboratively with children and a wide range of agencies, adopt creative and innovative approaches to deliver effective evidence based group or individual interventions/programmes to reduce the risk of offending and disengagement from education, training and employment thus increase
- To adopt a restorative approach in engaging children and work together with colleagues to support opportunities to repair harm to victims and the community.
- To maintain clear, precise and appropriate case management records on IT client information systems, in accordance with local and national standards and in line with data protection guidelines
- Utilise effective planning, monitoring and evaluation techniques to assess the quality of the work being delivered, against quality assurance and local and national inspection frameworks, taking action when required to address work that falls below a satisfactory standard.
- Contribute to the development of team/ project/service plans and procedures to ensure these reflect the needs of children.
- To identify, lead on and deliver projects within your specialist area, with a view to improving or developing an area of work for the Service and its overall aim of improving outcomes for children at risk of offending.

People Management Responsibilities:

- Within a coaching/mentoring capacity the post holder will need to support and encourage staff to develop and improve, modelling the behaviours required to support excellence.

Relationships;

- The post holder will be required to liaise and work effectively with various teams and services across the Children Schools and Families department. Camden teams are supported to work within the Resilience Family's framework that builds on developing resilience with children and their families. This begins with staff teams feeling empowered to drive improvement and deliver excellent services.

Work Environment:

- This role requires flexibility in order to meet fixed deadlines and competing priorities.
- The role may require attendance at Youth Courts, Crown Courts, secure estates, Police stations and community facilities, School, Colleges and will involve home visits.

- The post holder will manage a case load of high risk and vulnerable offenders who present challenging behaviour.
- Home visiting is a regular requirement of work with families, at times outside 9-5 hours to avoid interfering with school and work commitments of families. The public engagement element this role involves regularly coming into contact with people, some of whom may at times be distressed, agitated and, from time to time challenging.
- There is a requirement to be able to work flexibly and outside normal office hours, including evening, weekends and on call-arrangement and required to be flexible and adaptable to ensure consistent provision of service. This includes week day and weekend duty requirements.
- The post holder will be required to take responsibility for the compliance with Health and Safety legislation in accordance with the Council and departmental safety arrangements, policies and codes.

Technical Knowledge and Experience:

Essential:

- Degree level qualification in any of the following professions:
- Social Work (HCPC registered)
- Probation
- Youth and Community work
- A relevant qualification such as Youth Justice, Psychology, Counselling, or Substance misuse
- Professional Certificate of Effective Practice (with considerable recent work experience in case management within the youth justice system) OR
- Youth Justice Effective Practice Certificate (with considerable recent work experience in case management within the youth justice system) OR

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:

<https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page1>

Chart Structure

