

Job Profile

Job Title: Lead Practitioner - Homelessness

Job Grade: Level 4 Zone 2

Salary Range: £42,687 - £49,515

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.

This role is new and part of a pilot to improve the health and care outcomes for single homeless people living in the Adult Pathway (supported accommodation for single vulnerable homeless people and rough sleepers) in Camden that will lead to more sustained shift away from homelessness and towards independent living. The Adult Pathway plays an important role in the Council's response to single homelessness and rough sleeping in the borough. It is an opportunity to shape and improve the care and support interventions for homeless people whilst they are living in the Adult Pathway and improve longer term outcomes.

About the role

The role is part of a multi-disciplinary team approach to supporting homeless people led by health. As a Lead Practitioner you will be expected to be an integral part of this team, to manage complex casework and resources, and to use your expertise to advise, negotiate, advocate and champion the needs of Pathway residents and homeless people. In addition, you will work together with the Principal Social Worker, other Lead Practitioners and learning and development colleagues to develop best practice, drawing on current research and evidence-based practice to promote our What Matters strengths-based practice approach, keeping the person at the centre of all decisions and helping them to achieve their outcomes.

You will work closely in partnership with other members of a multi-disciplinary team and with support staff, specialist and external partners to ensure the overall service is person centred. You will liaise with teams to ensure that Adult Pathway assessments of risk, need and capacity are responded to appropriately and will advise and, at times, directly undertake complex person-centred assessments for people who are homeless or rough sleeping.

You will have the skills to respond appropriately to unexpected events and crisis and have the ability to recognise signs of harm, abuse and neglect, particularly when masked by issues of substance misuse and or mental health and know how to advise and manage these issues. You will work closely with other partners and agencies to support Pathway residents and identify barriers to engagement.

You will develop best practice and deliver training for social care and non-social care staff that improves the outcomes for homeless people in the Adult Pathway. You will support, coach and mentor social work staff both in the local authority and mental health trust by providing a clear and responsive practice leadership and development role.

About you

You will be someone who engages people and builds rapport and confidence. You will be creative, innovative and adaptable and will:

- Contribute to the development of future service models in the context of the Council's Financial Strategy.
- 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 homeless people, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance.

This includes:

- Promoting positive risk taking to maximise independence.
- Embedding and sharing innovative solutions to care and support needs and work with complex individuals/health issues, ensuring that the delivery of care and support is reviewed and service improvements are implemented.
- Ensuring that all duties within the role are delivered in accordance with policy and procedure and professional registration practice standards

The following qualifications are required:

- Diploma in Social Work or equivalent qualification and proven experience of working in a Social Care Services department (Essential)
- Social Work England registration (Essential)

You will be expected to demonstrate:

- Sound knowledge of the legislative frameworks
- Evidence of continuing professional development.
- Report writing and presentation skills
- Knowledge of resources to ensure delivery of effective care and support for people who are homeless.
- Knowledge and practical application of risk assessment and safeguarding adults' statutory frameworks and current agendas.
- Skills in leading, improving and challenging social care practice.

Work Environment:

The job is primarily based in the hostels in Camden and 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:

Although the role has no direct line management responsibilities, requirements include;

- Mentoring and coaching staff in the services (local authority and health), in areas of expertise. Where needed, to co-work cases to promote staff development.
- Providing 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:

You will

- 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 multi-disciplinary team undertaking Lead Practitioner duties

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

- People we are working with, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments
- Health colleagues
- Care providers

A key responsibility of this role is to provide maximum social care leadership level support in the service, meeting with key stakeholders to ensure high standards of service delivery. Key contacts will include:

- Managers
- Health colleagues
- Housing colleagues
- People we are working with, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments

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). 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 or post to 5 Pancras Square, London, N1C 4AG,