

## Job Profile

**Job Title: Lead Practitioner for Autism, Adult Social Care**

**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.

### About the role

As a Lead Practitioner you will be expected to manage complex casework and resources, and to use your expertise to advise, negotiate, advocate and champion the needs of autistic people. 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.

The postholder will be responsible for improving practice in adult social care, providing leadership and expertise, to ensure that autistic people without learning disabilities are supported to live their best lives

The postholder will identify and encourage opportunities for engagement with autistic people without learning disabilities, shaping, and developing services to ensure that their voice is heard at all levels.

The focus will be on developing a delivery model that promotes a strengths-based approach to support the independence and resilience for autistic people without learning disabilities in Camden.

### About you

- Diploma in Social Work or equivalent qualification and proven experience of working in Social Care (Essential)
- Social Work England registration (Essential)
- Strong communication and recording skills
- Working knowledge and application of relevant legislation including the National Strategy
- Experience working with a diversity of stakeholders including people with Autism, their families, and carers
- Strong leadership skills

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 autistic people, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance.

This includes:

- Embedding and sharing innovative solutions to supporting autistic adults without learning disabilities across ASC, the wider Council, and with external partners.
- Ensuring that the learning from national and local autism strategies are part of the learning offer to practitioners and that this is embedded into practice
- Sharing best practice and evidence-based research to enhance practitioner knowledge and understanding of autism
- Actively engaging and linking with the Camden Autism Partnership Board to ensure the voice of autistic adults without learning disabilities promotes learning and improved practice in adults social care, while, building trust with people with autism and their families/carers
- Direct work with the most complex autistic people without a learning disability ensuring that there is the appropriate multi-agency network around the resident
- Supporting the Council's Learning and Development leads around increasing awareness and developing expertise
- Addressing the lack of awareness and competency regarding Autism in ASC and identify where reasonable adjustments should be made to improve access and engagement of people with autism.
- Engaging with the autism partnership group, autism hub and other forums to promote co-production and ensure a strengths-based approach to support the independence and resilience of autistic adults without learning disabilities.
- Promoting practice development in working with autistic adults who do not have a learning disability.
- Reviewing referrals of autistic adults without learning disabilities and liaise with ASC and MDT teams.
- Taking on complex work including safeguarding where specialist knowledge is required or where barriers in the current system are having a negative impact on an individual.
- Working across adults and children's services supporting transition of autistic adults without learning disabilities
- Producing data, analysis and make recommendations with follow through for continuing practice improvement
- Developing and delivering learning and development, working with internal and external providers and maximising resourcing opportunities.

### **Work Environment:**

The job is primarily office based. The post holder may be required to work evening and weekends from time to time.

### **People Management Responsibilities:**

The role has no direct line management responsibilities.

### **Relationships:**

The role includes building relationships and having regular contact with:

- The Autism Hub (a user-led voluntary organization that supports autistic adults without learning disabilities)
- The Autism Partnership Board and Autism Development Lead, Adults' Commissioning Service

- Public Health / CCG / Mental Health
- Managers and practitioners in ASC and Children's Services including Transitions
- Customers, carers, and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies including specialist organizations locally and nationally
- 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](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,