

Job Profile

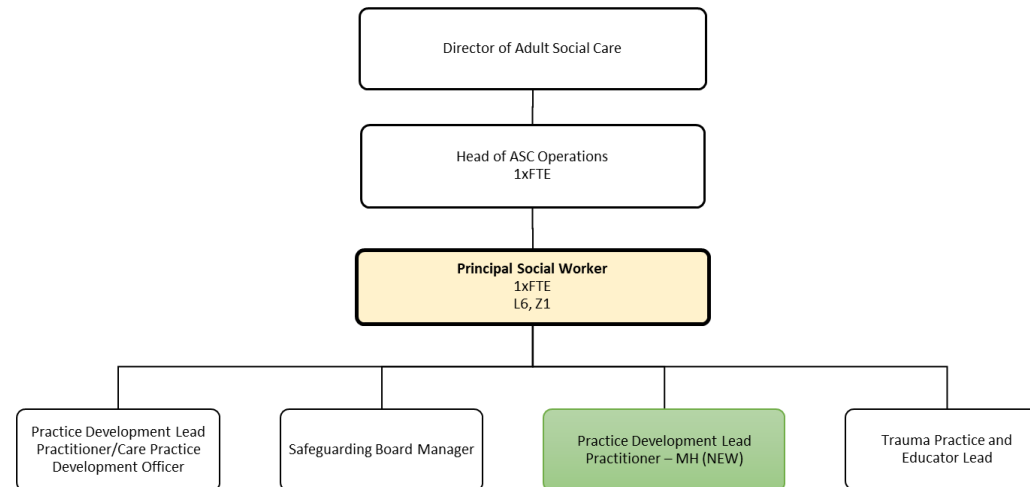
Job Title: Trauma Practice and Educator Lead
Job Grade: Level 5, Zone 1
Salary Range: £47,575 - £55,188

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

You will be responsible for supporting the Camden Trauma Informed Network and working alongside ASC practitioners, housing, public health and other system partners in the Council and across Camden to ensure that Camden we work with people who experience multiple disadvantage and other trauma in a holistic and inclusive way, building on people's strengths. You will identify key project priorities and the resource and actions required to achieve them. You will be excellent at working in partnership and enabling colleagues from across the system to work together. This role is jointly funded by Adult Social Care, Homelessness services and Public Health. You will report into the Principal Social Worker in Adult Social Care. Please see the structure chart below.



You will lead the Trauma-Informed Network by:

- Taking a system leadership role, forging system partnerships with colleagues and teams supporting those experiencing trauma from across the Council and other organisations, creating a Camden trauma informed approach
- Supporting the activity of the trauma-informed network, to facilitate its growth, development and impact. You will maintain, and further develop its independent and cross-sector partnership alongside people with lived experience, voluntary and statutory sector colleagues

- Promoting and actively advocating for trauma-informed practice across all community settings and roles.
- Ensuring the network share good practice that help address the structural inequalities people experience.
- Collaboratively developing a suite of resources that establishes good practice standards for those in a range of professional roles including senior leaders and operational teams, in line with the principles of the Camden What Matters strengths-based practice approach and other approaches across the system that residents engage with.

You will be responsible for improving practice in adult social care, providing leadership and expertise, to ensure that people who experience multiple disadvantage and other trauma are supported to live their best lives by:

- Working alongside Adult Social Care practitioners and leaders to determine organisational needs relating to trauma informed practice development, and in partnership with SHP's Head of Multiple Disadvantage, support the process of embedding the Team Around Me model within ASC as part of the What Matters strengths-based practice approach
- Working with practitioners to empower them to work in partnership with residents, ensuring the resident leads the development of plans by promoting our What Matters strengths-based practice approach and identifying system barriers using the Team Around Me approach.
- Using your expertise to advise, negotiate, advocate and champion the needs of people who experience trauma.
- Working together with the Principal Social Worker, Lead Practitioners and Learning and Development colleagues to develop best practice, drawing on current research and evidence-based practice to, keeping the person at the centre of all decisions and helping them to achieve their outcomes.
- Working with homelessness and housing colleagues, public health, commissioners and other areas across the council to have a more consistent approach to trauma informed practice.

About you:

You will be committed to the ambitions of [Supporting People Connecting Communities Refresh](#). You will be someone who engages people and builds rapport and confidence. You will be creative, innovative, adaptable, comfortable communicating and working alongside a range of stakeholders at all levels. You will be able to build strong system partnerships thinking outside of silos and sectors working with other organisations to support more consistent trauma informed practice across Camden.

You 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 those who experience trauma ensuring that data on financial and quality measures are collected accurately and analysed to improve performance.

You will also have:

- Commitment to modelling trauma-informed principles in all areas of working life and relationships with others.
- Sensitivity to the highly emotive nature of trauma, and an ability to work in a way that anticipates and can helpfully manage a range of reactions and responses, including those that are adversarial. To do this you will need to have an in depth understanding of mental health and an ability to work alongside people in a range of roles, including clinicians.
- The ability to incorporate a style of co-production that welcomes and facilitates a range of involvement from people with lived experience and that accounts for and redresses power imbalances between those in professional roles and those representing lived experience.

- The ability to work and model the What Matters strength-based approach, identifying opportunities to engage key stakeholders to further the network's growth.
- The ability to coordinate the creation of information, learning & development resources suitable for a range of audiences.
- The ability to identify, create, promote and disseminate best practise across boroughs, sectors and services.
- Knowledge of and sympathetic to a systems approach that understands and works with complexity, values multiple perspectives and promotes a culture of learning.
- Create or adhere to quality monitoring systems to assist the project to operates at a high standard, identifying and implementing improvements as appropriate.
- To keep up to date with relevant research, guidance, learning and debate in Trauma and Mental Health.
- A trauma-informed, gender appropriate and culturally-competent understanding of mental health.

People Management Responsibilities:

The role has no direct line management responsibilities.

Relationships:

The role includes building relationships and having regular contact with:

- Trauma Informed Network membership from across the Camden system
- Adult Social Care management and teams
- Housing and homelessness services
- Public Health
- Wider Council colleagues
- Mental Health services
- North Central London Integrated Care Board (previously CCG) colleagues
- Managers and practitioners in Children's Services, including Transitions
- Commissioners
- Residents with lived experience, carers, and other members of the public
- Local Voluntary and Community Sector (VCS) organisations
- Community/Interest groups
- All appropriate statutory and independent agencies including specialist organisations locally and nationally

Work Environment:

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

Technical Knowledge and Experience:

- In depth understanding of trauma and its consequences both from an individual and a systemic perspective.
- Broad knowledge of a range of models and approaches associated with implementing trauma-informed practice.
- Experience of co-producing a range of activities and material with people with lived experience (which may include complex trauma/complex emotional needs etc.).
- Experience of and a commitment to advocating for trauma-informed approaches across the system (voluntary and statutory sector organisations).
- The necessary skills to gather, analyse and evaluate information and experience of completing reports and publications.
- Experience of developing projects and practice that promote trauma and psychologically informed best practise.

- Experience organising and facilitating on-line and in-person trauma-informed events, including promotion, selecting and inviting guest speakers, session planning and evaluation.
- Ability to anticipate and navigate the political and relational dynamics that impact and inhibit partnership working.
- Ability to facilitate, hold and represent multiple perspectives in a way that creates a shared vision that supports collaboration; comfortable holding opposing views.

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.