

## **Job Profile**

**Job Title: Youth Justice Service, Advanced Practitioner**

**Job Grade: Level 4 Zone 1**

**Salary Range: £40,652 - £46,779**

### **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.

Camden's Youth Justice Service is rated Outstanding, and we aim to keep it that way by finding the best staff to join us. The team sits within the Integrated Youth Support Services (IYSS) which also includes the Youth Service, Youth Early Help, Connexions, FWD (substance misuse) and Evolve (Reducing Serious Youth Violence & Exploitation). The YJS is forward-thinking, innovative, trauma informed, and child focussed. We seek collaboration with staff, partners, children, and families at all key stages to check the Service is on the right track.

### **About the role**

As an Advanced Practitioner you will have both frontline and managerial duties. You will 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. You will also offer support and guidance to Case Managers and contribute to improving the service via quality assurance processes. You will also oversee a lead area within the Service.

### **About you**

- 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 YJS 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.
- You should have a 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 at degree level
  - Professional Certificate of Effective Practice/Youth Justice Effective Practice Certificate

**In addition to a significant (minimum of 2 years) recent/current case management experience and a proven ability to effectively manage a range of Youth Justice Cases, from Out of Court to Post Court cases, including high risk cases.**

#### **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 children 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-arrangements and required to be flexible and adaptable to ensure consistent provision of service. This includes weekday 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.

**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
- You may be required to oversee a trainee or student Case Manager.

**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.

**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**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**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