

## Job Profile

**Job Title: Senior Practitioner – MASH Team**

**Job Grade: Level 4 Zone 2**

**Salary Range: £45,042 - £51,870**

### 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. As Senior Practitioner you will help deliver positive outcomes for children and young people via our Multi Agency Safeguarding Hub.

### About the role

The post holder will manage and co-ordinate the work of a social work team, making appropriate use of resources to ensure the provision of a high quality, comprehensive and effective service to children and families arising out of the Council's duties and powers under legislation and regulations, Council and Departmental policies and procedures.

The ideal candidate will have experience of supervising case work and will be an accredited Practice Educator. You will work closely with the Team Manager in ensuring the team is appropriately resourced, managed and supported. You will have excellent leadership skills and a high level of knowledge, skill and expertise in working with vulnerable children and families.

### Example outcomes or objectives that this role will deliver:

- Manage the provision of service allocating monitoring and supervising the work of reflective groups using agreed workload management systems, in order to ensure staff resources are deployed effectively and professional/performance standards are maintained.
- Manage, motivate and develop staff, identifying individual and collective training needs and setting training objectives in conjunction with learning and development colleagues to co-ordinate the overall development of the team.
- Ensure the maintenance of confidential and accurate records, making use of management information systems in the recording, retrieval and analysis of information as required by the department in order to ensure statutory and practice requirements are met.
- Provide both reflective and individual supervision to social workers to ensure the appropriate management of statutory work and development of high quality standards and practice.
- Prepare reports, statements and such other legal documents as may be required in relation to children and young persons, attend court and represent the department to ensure legal and statutory requirements is met and carried out.
- Hold, manage and be responsible for such budgets as may be delegated, approving and authorising expenditure relative to the need/service requirements and ensuring packages of care are reviewed regularly.

- Develop and identify resources required for packages of care and base these on identified needs, taking into account departmental policies and procedures within agreed departmental priorities and ensuring staff take responsibility for budgetary control requirements and are imaginative in their approach towards the purchasing and commissioning of services, seeking alternative funding where possible.

### **About you**

- You will need a relevant Social Work Qualification and be SWE registered
- Have sound knowledge of the Children Act 1989 and other legislation governing work with children and families
- Ability to lead, motivate staff and drive performance
- Strong written and verbal communication skills with a diverse range of professionals
- Analytical skills and budget skills. Experience of safeguarding, care proceedings and court work
- IT skills in recording and maintaining data and record information system
- Substantial post-qualifying experience of working with children and families in a multi-cultural, inner-city community, including:
- Good working knowledge of complex assessments of a child's needs and/or risk;
- Experience of designing and implementing care/protection plans;
- Monitoring and reviewing such plans over a period.
- Demonstrable experience of staff management, training, service practice development;
- Experience of student supervision or providing professional supervision to qualified staff, including case consultation and case reviews;
- Experience of working closely in partnership with internal and external stakeholders and across agencies to deliver successful outcomes.

### **Work Environment:**

Main Base 5 Pancras Square, London, N1C 4AG.

### **People Management Responsibilities:**

Team manager is responsible for Social workers.

### **Relationships:**

- Service providers /Commissioners
- Regulatory bodies
- Health partners/ MOSAIC/Camden Learning Disabilities Service
- Adult Social care
- SEND services

### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

### **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,