

## Job Profile

**Job Title:** Mental Health Practice Development Lead  
**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. We're not just home to UK's fast-growing economy, we're also 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 is a great opportunity to work with the Principal Social Worker to support and further develop our strengths-based practice approach specifically in Mental Health Services. What Matters is all about keeping the person at the centre of all decisions and helping them achieve their outcomes. It's about our practitioners being interested, curious and skilled and it's about empowerment, creativity, choice, control, and community inclusion.

### About the role

The purpose of the role is to develop our strength – based approach and to develop best practice and supervision standards across our Mental Health teams, drawing on current research and evidence-based practice to deliver a creative programme of shared learning and development. Creating a culture of critical thinking, reflection and learning is also fundamental to this role as is being up to date with national and local policy. The role includes audit of practice and delivery of training and action learning sessions to embed best practice principles and values so that social care practitioners can work together with our Camden residents to achieve best outcomes and maximise the best use of resources.

### About you

You will be someone who engages people and builds rapport and confidence. You will be creative, innovative and adaptable in undertaking duties as directed by the Principal Social Worker.

You will have:

- Social work professional registration and proven experience of working in Social Care, specifically within Mental Health
- Knowledge of legislative and policy frameworks and application to practice
- Report writing and presentation skills
- Knowledge of ASC resources to ensure delivery of effective care and support to people and their families and carers.
- 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 office and home based and will include visits to a range of adult social care settings, partner agencies and attendance at network meetings/conferences/learning forums. You may be required to work evening and weekends from time to time.

**People Management Responsibilities:**

You will not hold line management responsibilities but there is a requirement to mentor and coach staff and, where needed and to co-work cases to promote staff development.

**Relationships:**

You will report to the Principal Social Worker.

You will build collaborative relationships with staff and in partnership with residents and community groups which is inclusive and anti-oppressive. You will provide specialist advice and support and create the conditions for mental health best practice to thrive.

You will be a creative and adaptable member of the team undertaking Lead Practitioner duties as directed by the Principal Social Worker

**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,