

Job Profile

Job Title: Lead Practitioner, Adult Mental Health
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.

About the role

To support the management of the social work service that supports adults with mental health needs, working closely with the Team Manager and Service Manager to embed Camden's Model of Social Work and strengths based practice throughout the service. To support, coach and mentor staff by providing a clear and responsive practice leadership role within the service including modelling best practice, promoting and ensuring the highest professional standards are maintained throughout areas of responsibility. Deliver a creative program of shared learning and development within the relevant area of expertise in liaison with Team and Service Managers.

To share responsibility across the mental health partnership for ensuring the delivery of the highest standards of care for people and their families. To develop and support a comprehensive assessment and support service for adults with mental health needs

Example outcomes or objectives that this role will deliver:

- Contribute to the development of future service models in the context of the Council's Medium Term 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 people, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance.
- This includes:
 - Promote positive risk taking to maximise customers' independence.
 - Embed and share innovative solutions to care and support needs and work with complex family/health issues, ensuring that the delivery of care and support is reviewed and service improvements are implemented.
 - Ensure that all duties within the role are delivered in accordance with policy and procedure and professional registration practice.
 - Contribute with other lead practitioners in the service to a culture and style of leadership that develops and empowers people, recognises achievement and promotes the continuous development of staff and teams.
 - Keep up-to-date with changes in practice and participate in life-long learning and personal and professional development for one's self and colleagues through supervision, appraisal and reflective practice.

- Promote integrated whole systems working, working closely with other lead practitioners of services both internally and externally. This will include negotiating and influencing outcomes, engaging and involving users and carers and all stakeholders, liaising with other workers and agencies as appropriate. The outcome of these interactions will have a significant impact on the service provided to adults requiring social care and support.
- To undertake duties on behalf of the Team Manager as required by the needs of the service
- Provide professional consultation and advice to colleagues and other appropriate agencies.
- To oversee practice quality and monitoring for people placed out of borough
- Hold a small complex caseload, under the supervision of Team Manager
- Participate on the AMHP rota as required.

About you

- Diploma in Social Work or equivalent qualification and proven experience of working in a Social Services department (Essential)
- SWE registration (Essential)
- AMHP trained or ability to undertake AMHP training and willingness to undertake AMHP training as required.
- To demonstrate sound knowledge of the legislative frameworks
- Evidence of continuing professional development.
- Evidence of people management and team building and how to put knowledge of systems working into practice
- To demonstrate a comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice. Including (but not exclusively) Care Act 2014, Mental Capacity Act 2005, Human Rights Act 1998 and Mental Health Act 1983.
- Extensive knowledge of adult social care resources required to deliver effective care and support to customers and their carers
- To demonstrate knowledge and awareness of implementing strength based practice
- Excellent knowledge and practical application of risk assessment and safeguarding adults' statutory frameworks and current agendas.
- To demonstrate evidence of leading and improving and challenging social care practice
- At least one year's experience supervising and managing qualified social workers.

Work Environment:

The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high risk problems or issues. The post holder may be required to work evening and weekends from time to time.

People Management Responsibilities:

- Supervisory responsibilities for up to 6 Qualified Social Workers, managing staff on HR issues (performance management, attendance, conduct) as required and in line with the relevant organisational policies and procedures.
- Mentor and coaching staff in the service, in area of expertise. Where needed, co work cases to promote staff development.
- Provide professional supervision to support social workers and other colleagues in undertaking complex assessments and interventions, encouraging the development of high quality standards and practice.

Relationships:

This post will involve understanding the role of other services in supporting mental health and social care customers and being able to influence their work, in partnership where that would help the customer.

Key contacts will include:

- Customers, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments
- Health colleagues

A key responsibility of this role is to provide maximum social care leadership level support in the service, meeting with key stakeholders to ensure high standards of service delivery

Key contacts will include:

- Managers
- Health colleagues
- Housing colleagues
- Customers, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments

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). 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,