Job profile

Senior Practitioner

Grade K +1

Group: Care, Wellbeing and Learning
Service: Adult Social Care – Assessment and Care management
Location: : Civic Centre
Line Manager: Team Manager
Car User Status: Casual

Job Purpose
To assist the Team Manager with the management and development of the team. Providing line management to this team, the post holder will assist with the achievement of the team and service objectives, enabling people eligible for care and support to maintain independence in the community.

The key roles of this post will include:

1. Contribute to the development and implementation of team action plans to meet the needs of the service and to line manage and provide supervision for teams of adult social care workers. Set individual worker targets relating to performance in line with team targets

2. Continued staff development using appropriate methods, principles and knowledge. Undertake regular reflective supervision and annual achievement and development sessions with adult social care staff and ensure implementation of any actions arising from the meeting. Provide regular support to teams through team meetings and briefings to ensure staff are kept up to date on changes and developments within the service area

3. Be responsible for supporting and supervising newly qualified social workers in line with ASYE requirements. Attend and participate in interview panel as part of staff recruitment and design and implement structured induction plans for new staff and use knowledge, skills and specialist advice to support both existing and newly qualified staff. Contribute to the education and development of student social workers

4. Ensure accurate recording and Data quality across the team in line with performance framework. Ensure that teams are consistently applying principles of best value, cost effectiveness and sufficiency. Ensure team members are knowledgeable about council

priorities and that practices are in line with council standards, expectations, policies, procedures and current Legislation.

5. Allocation of work in line with Team Managers' allocation strategy.

6. Provide practice guidance, advice and mentoring to staff and partners involved in complex and multi-agency cases.

7. Contribute to full service practice and development. Contributing to service development by way of membership to appropriate meetings or forums.

8. Carry out Attendance Management activities including 'Return to Work' and 'counselling' interviews, and completing relevant council data input systems. Manage stress risk assessments, occupational health referrals and workstation assessments.

9. Contribute to the preparation of management and business reports and business presentations.

10. Monitor standards of quality of care provided to service users through care and support plans and service contracts in order to ensure they meet the standards specified. Assist in the process of case file audit and quality assurance framework. Ensure management of risk within the service area and undertaking risk assessment documentation where appropriate in line with council expectations.

11. Attending Safeguarding planning meetings and carrying out safeguarding actions as directed by the safeguarding adult coordinator.

12. Respond to complaints as directed by the Team Manager.

13. Deputise for Team Manager.

14. Such other responsibilities allocated which are appropriate to the grade of the post.

15. Approved Mental Health Professionals are required to continue to attend Legal Update days and minimum AMHP rota involvement.

16. Such other responsibilities allocated which are appropriate to the grade of the post.

Knowledge & Qualifications

Essential:

Knowledge

- Knowledge and understanding of relevant adult social care Legislation
- Knowledge and understanding of the personalisation agenda
- Knowledge of management theories
- Knowledge of team building methods
- Understanding of financial responsibilities
- Up to date knowledge of Social Care Policy and developments, best practice and current trends in Social Care.

Experience

- Experience within adult social care teams
- Providing support and mentoring to colleagues
- IT knowledgeable and literate
- Completing mental capacity assessment
- Completing Risk Assessments
- Excellent time management skills
- The ability to prioritise tasks and competing demands.
- Excellent IT skills.

Qualifications
- A relevant social Work qualification (MA, BA in Social Work, Dip SW,CQSW or CSS or equivalent).
- Post Qualifying award in Social Work

- AMHP
- Registration with HCPC
- Current UK driving Licence and access to a car or means of mobility support

Desirable:

Knowledge

Experience

Qualifications
- Practice Educator's qualification
- Management/Leadership Qualification

Competencies

Professionalism:
Identify and behave as a professional social worker, committed to professional development.

Values and Ethics:
Apply social work ethical principles and values to guide professional practice.

Diversity:
Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice.

Rights, Justice and Economic Wellbeing:
Advance human rights and promote social justice and economic wellbeing.

Knowledge:
Apply knowledge of social sciences, law and social work practice theory.

Critical Reflection and Analysis:
Apply critical reflection and analysis to inform and provide a rationale for professional decision-making.

Intervention and Skills:
Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse.

Contexts and Organisations:
Engage with, inform and adapt to changing contexts that shape practice. Operate effectively within own organisational frameworks and contribute to the development of services and organisations. Operate effectively within multi- agency and inter-professional partnerships and settings.

Professional Leadership:
Take responsibility for the professional learning and development of others through supervision, mentoring, assessing, research, teaching, leadership and management.