



## **Job profile**

### **Practice Supervisor**

**Grade K + 1 +15% Recruitment and Retention Allowance**

**£40,761 (£45,054)**

**Group:** Care, Wellbeing and Learning

**Service:** Social Work - Children and Families

**Location:** Civic Centre

**Line Manager:** Practice Supervisor

**Car User Status:** Casual

#### **Job Purpose**

To support the Senior Practice Supervisor in supervising the practice and decision making of Social Work practitioners whilst developing the skills of individuals and teams within Social Work - Children and Families.

#### **The key roles of this post will include:**

1. To support the effective operational management of Social Work teams in line with relevant legislation, regulation and the Council's policies, priorities, and procedures.
2. To support the senior practice supervisor in scrutinising the team's performance, overseeing improvements and preparing the service for regulatory inspections.
3. To line manage Social Workers in the execution of their duties ensuring the highest standards of practice by providing effective reflective supervision and consultation.
4. To support senior practice supervisors in providing leadership and people management that creates a culture for teams and individuals to perform at their best.
5. To promote, develop and maintain effective inter-agency working that ensures the provision of well-co-ordinated service delivery.
6. To support and deliver customer focused service delivery and achieve key results in line with agreed local and national indicators, outcomes and targets by working effectively with partners and service users.



7. To contribute to service redesign and transformation ensuring the team is fit for purpose.
8. To ensure personal continuing professional development is sufficient to guarantee HCPC registration.
9. To chair meetings, including planning and strategy meetings, that ensures effective and safe decision making, planning and demonstrate the appropriate use of resources.
10. To deputise for the senior practice supervisor.
11. To contribute to the development of policy and procedure for the service whilst working in collaboration with other teams and partners to ensure the smooth delivery of services for children and families.
12. Such other responsibilities allocated which are appropriate to the grade of the post.



## Knowledge & Qualifications

### Essential:

#### Knowledge

- Child care legislation and statutory guidance
- Child development throughout the age range
- Child protection and multiagency responsibilities
- Psycho Socio and economic factors impacting on children and families
- Assessment and Social work interventions, including systems theory
- Models of reflective practice and supervisory techniques

#### Experience

- Practising Child Care Social Work within a statutory setting.
- Practising Social Work within statutory and legislative frameworks including Child Protection processes and looked after children.
- Delivering interventions and achieving change with complex and challenging families and children
- Undertaking complex assessments of family dynamics and systems.
- Analysing and evaluating risk
- Formulating plans designed to reduce risk factors and affect change for children
- Supervising Social Workers or students
- Managing performance and addressing deficits

#### Qualifications

- Social Work qualification and Post Qualifying training
- HCPC registration
- Enhanced DBS clearance
- Current driving licence and access to a car, or means to mobility support

#### Skills

- Provide reflective supervision
- Think systemically
- Effectively challenge and influence Social Workers
- Improve the practice of others
- Develop strategies to improve the throughput of work
- Shape and influence a culture of productivity and learning
- Hypothesise and guide Social Workers in seeking evidence-based conclusions
- Present complex information in written and oral form



### Personal Qualities

- Highly empathic, enabling, reflective, respectful and emotionally intelligent
- Strong ethical and moral compass which recognises power imbalance, diversity and discrimination
- Passion and energy in delivering services to children and families
- Resilient and able to work autonomously under pressure
- Completer finisher
- Able to learn from experience
- Decisive whilst recognising professional lines of governance and accountability
- Able to recognise personal experiences that influence professional perceptions
- Comfortable in applying authority implicit to the role which develops respectful relationships and protects children
- Positive, creative and solution focussed approach.

### Miscellaneous

- ICT literate

### **Desirable:**

#### Knowledge

- Statutory and organisational contexts, corporate parenting responsibilities and current Governmental policy drivers.
- Performance management approaches
- Budget management

#### Experience

- Involvement in projects
- Involvement in service redesign
- Delivering training

#### Qualifications

- Leadership training



## Competencies

<b>Customer Focus</b>	Puts the customer first and provides excellent service to both internal and external customers
<b>Communication</b>	Uses appropriate methods to express information in a clear and concise way to make sure people understand
<b>Team Working</b>	Works with others to achieve results and develop good working relationships
<b>Making things happen</b>	Takes responsibility for personal organisation and achieving results
<b>Flexibility</b>	Adapts to change and works effectively in a variety of situations
<b>Learning and Development</b>	Actively improves by developing and applying new skills and knowledge and learns from past experiences
<b>Developing Teams and Individuals</b>	Promotes and supports team and individual learning and development and uses delegation to create a sense of ownership of high level organisational issues, and encouraging individuals to stretch beyond their current capabilities
<b>Managing Performance</b>	Effectively manages the performance of teams and individuals to ensure results are achieved
<b>Personal Impact</b>	Is self-aware, learns continuously and adapts behaviour in response to feedback. Makes things happen, operates with resilience, flexibility and integrity
<b>Making things happen</b>	Empowers people to initiate change. Supports innovative ideas and new ways of working