



ROLE PROFILE

Role Title: Senior Practitioner (Children Social Care)

Service Group: People, Children and Families

Accountable to: Team Manager

Grade: I

Date: January 2019

JE code: JE 0098

Competency Level: 3

Purpose of job (outline what, to whom and why)

Provide the knowledge, skills and experience of a senior social care professional to a children's social care team by taking responsibility for complex cases, mentoring of staff and the provision of expert support, advice and guidance.

Key Objectives (list what outcomes are essential)

1	To deliver effective social work assessment, care planning and interventions in the most demanding, sensitive and complex cases to improve the safety, development and well being of children involved.
2	To supervise the case work of social workers, social work assistants, students and child care professionals receive appropriate supervision and direction.
3	Support the personal development opportunities for social workers, social work assistants, students and child care professionals, acting as a coach and mentor.
4	Complex and contentious case management issues are resolved so that positive and timely action can be taken to address risks and meet demands, in conjunction with Deputy/Team Manager.
5	Lead responsibility for an area of children's service development and contribute to partnership working across CYPS and partners, where appropriate.
6	To assist the team/ deputy team manager in building a strong and cohesive team
7	Participate in quality audit of the team's and other teams' work, where relevant.
8	Assist in the allocation, prioritisation and planning of caseloads, in conjunction with Deputy/Team Manager.
9	Responsibility for chairing professionals and strategic meetings and acting on behalf of the Deputy/Team Manager as appropriate for the team.

Scope (outline the size or scope of the role, direct or indirect responsibility for people, finances, resources and any special aspects of the role)

As a senior practitioner the post holder will work closely with the deputy team manager, team manager and colleagues to provide the leadership, management, support and training necessary to help social workers, social work assistants and social work professionals fulfil their demanding role.

The role holder as a experienced and high performing senior social work professional will also have case work responsibility for the most demanding and complex cases assigned to their team.

The role holder will develop and maintain good and helpful working relationships with team members in order to fulfil the role of supervisor, mentor, coach and trainer.

The role holder will work with a range of colleagues from across the Council and partners, and chair as appropriate a range of professionals' meetings and decision making forums.

Work Profile (outline the main areas of responsibility and accountability and competencies)

Responsibility for bringing expertise and advice, support, and guidance to the children's social work team. They will manage their own caseload of the more demanding and complex cases and manage and supervise the casework of colleagues providing support, guidance and advice as necessary.

Contributes and participates in the resolution of complex case management issues in conjunction with their manager in order that timely action can be taken to address risks and meet children's needs.

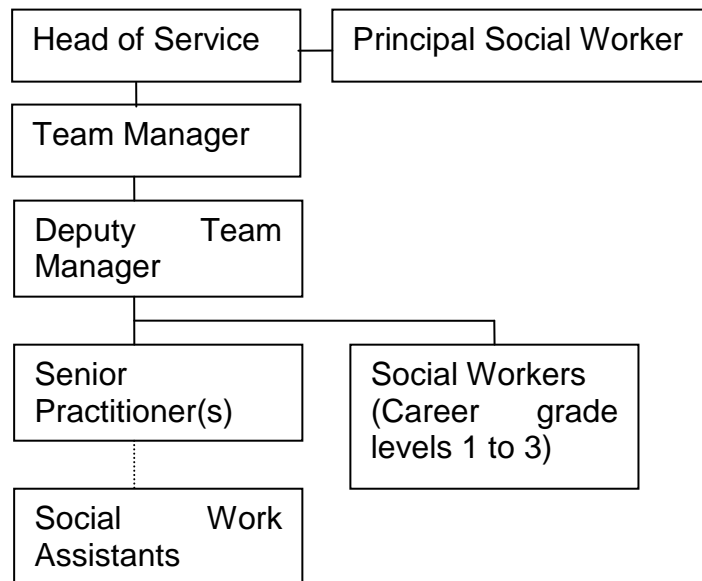
Responsibility for the supervision of social workers, social work assistants and child care professionals, their professional development by providing advice, guidance, mentoring. Ensures that training needs are identified and co-ordinated. They will undertake quality audit of cases as requested and will support the induction of new team members.

Ensures that the team are updated on current practice, developments guidance, legislation and research. Develops and writes policy and procedures for the team/ service as requested.

Able to work flexibly and be on call for emergencies within their team or other teams in the service.

Responsibility for chairing professionals' and strategic meetings and acting on behalf of the Deputy / Team Manager as appropriate for the team.

Job Context (attach the organisation chart(s) relating to the role)



PERSON SPECIFICATION

In this section the **Skills, Knowledge, Qualification and Competency requirements to perform the role to a satisfactory standard are set out. The extent, nature and level of the role holder's knowledge and skills should be specified**

Awareness some knowledge or skills sufficient to show aptitude and the ability to learn in the particular work area

Significant knowledge and skills gained through practice and/or qualification sufficient to fulfill the role requirements

Extensive knowledge and skills gained through practice and/ or qualification to fulfill the role requirements and contribute to training others and developing policy and practice in the work area

PERSON SPECIFICATION	Examples specific to role	Required		Level			Method of Assessment application form, interview, testing, reference
		Essential	Desirable	Awareness	Significant	Extensive	
SKILLS AND KNOWLEDGE							
Technical knowledge and qualifications	Social work qualification (DipSW, CQSW, Degree in social work or equivalent) Post qualification award in subjects related to child or family work Registered with the GSCC or application for registration Practice teaching award Specialist knowledge of child care issues, legislation and policy and research	X X X X	X				Awareness
Planning and organising work	Ability to analyse, summarise and write/ record relevant information clearly and concisely so that it is easily understood by users and colleagues Very good verbal and written communication skills Good IT skills Demonstrable ability to manage and prioritise work for self and others	X X X X				X X X	Verbal Reasoning Test
Planning capacity and resources	Able to manage own work, prioritise, plan and use time	X				X	

	efficiently. Flexible and willing to support other staff when need arises.	X				X	
Influencing and interpersonal skills	Ability to work as part of a team with children and families including working co-operatively with other professionals and agencies to meet the needs of the child Able to encourage and support colleagues by sharing own expertise openly Able to develop, implement and monitor robust care plans Able to be child and family centred and treat all with respect and with empathy Ability to question, challenge, solve problems and complete tasks	X X X X X				X X X X X	
PROBLEM-SOLVING Using initiative to overcome problems	Skills and knowledge in listening to children and adults, in observation and in carrying out assessments of strengths and weaknesses within families. Able to collect, analyse and make judgements about complex information Able to undertake assessments of the most complex situations and most difficult family dynamics Evidence of ability to assist in the development of new policies and procedures to ensure best practice	X X X X				X X X	
Managing risk	Demonstrable ability to take proactive action to resolve complex issues and problems in high risk situations	X			X		
Managing change	Flexible and willing to champion change within the service change	X			X		
ACCOUNTABILITY and RESPONSIBILITY Undertakes tasks without	Must be self- motivating and able to work on own in complex environment. Takes responsibility for quality and completion of own	X X				X X	

supervision	work within standards Takes responsibility for team development and mentoring of others within team	X			X		
Managing people	Able to supervise and support of staff and evaluate their work practice	X			X		
Managing financial resources	Able to manage own time and find cost effective solutions to meet children's needs	X			X		
	Able to manage demand for services within allocated resources	X			X		

COMPETENCIES REQUIRED – All post holders must be able to comply with the Council's core competency requirements, Customer Focus, Communicating and Engaging, Managing Resources and Risk, Organising and Improving Performance, Taking Responsibility, Team Player, and Excellent Leadership

CORPORATE SAFEGUARDING STATEMENT – All post holders must be committed to applying and upholding the Council's Corporate Safeguarding Policy Statement. Specific safeguarding responsibilities should be detailed in this document.

SPOKEN ENGLISH FLUENCY DUTY REQUIREMENT - The ability to converse at ease with members of the public and provide advice in accurate spoken English is essential for this post (Line Manager to delete if not appropriate for the post)

Other information e.g.

- able to travel to meet service delivery requirements
- available to undertake work outside of normal working hours

Signed Line Manager	Signed Service Director	
Print Line Manager	Print Service Director	Date