JOB DESCRIPTION

Job Title	Advanced Practitioner
Department	Family and Children Services
Section or Service	Locality Team
Grade	Grade G

DESIGNATION:

Responsible to:	Team Manager
Employees directly supervised *(if applicable)*:	0
Family Tree	

1. JOB PURPOSE:

- To provide a high-quality social work service to families and children where the issues are complex and challenging through individual casework and/or shared work.
- To be source of advice and guidance to less experienced staff across teams modelling expert practice.
- To manage own professional development by regular access to research findings and developing knowledge of policy and best practice nationally.
- To manage risk effectively ensuring that plans and interventions for children deliver outcomes supported by best practice.
- In conjunction with other Advanced Practitioner's take a lead role in developing the department's expertise in practice.
- To coach and develop newly qualified social workers and other staff as required offering work shadowing, action learning and mentoring.
- To take on specific areas of service development as identified by the Team Manager.

2. DESCRIPTION OF DUTIES:

we are Kensington and Chelsea

Main Duties and Responsibilities

1. To provide high quality social work to children and families whose needs are complex or who present challenge or high risk.

2. To provide a leadership role in the team or locality providing a source of experience and expertise to other workers.

3. To provide excellent evidence based social work practice to families and children using a variety of techniques.

4. To demonstrate social work techniques and skills within the service, role modelling best professional practice with families.

5. To manage cases in court proceedings for which the practitioner is responsible and to assist in cases where a more experienced practitioner can provide a second opinion or additional support.

6. To provide coaching advice and support to less experienced social workers in the locality as requested by the practice supervisor.

7. To develop expertise in practice such that advice and support can be given to other workers in the locality, wider department, and other agencies.

8. To represent the team at Departmental and inter-agency meetings and to contribute to the development of the work of the Department.

9. To provide practitioner input to development projects and initiatives for the team, locality and Directorate in support of the priorities set out in service improvement plans.

10. To participate in induction and training events for staff.

11. To work in accordance with the Council's Corporate Equalities Policy.

12. To maintain own learning and professional development at an advanced stage using research and evidence-based resources as well as a range of learning opportunities to promote current best practice.

13. To contribute to Quality Assurance initiatives to improve the social work service in line with regulations, legislation and relevant standards.

SELECTION CRITERIA/PERSON SPECIFICATION

Job Title:	Advanced Practitioner

Conditions to Note:

Candidates:
When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Recruiting Managers:
The following values and behaviours are essential criteria in each post and must be addressed directly by candidates. The Guidance Notes on values and behaviours for managers give example questions to probe candidates in the interview and application stages of the recruitment process.

Values & Behaviours
The Royal Borough of Kensington and Chelsea has identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours.

A	**Equal Opportunities** Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.
B	**Qualifications** **Essential:** • Social Work qualification • Social Work England Registration
C	**Skills; Experience and Attitude** **Essential:** • At least three years post qualification experience in children and families social work. • Experience of working with children with a child protection plan and court proceedings to secure the safety of such children. • Experience of working with looked after children and care leavers. Ability to make robust plans to ensure stable and permanent placements for those children and adults. • Knowledge of legislation which impact children and adults. • A comprehensive understanding of child abuse and neglect and its impact on family systems.

	• Understanding of discrimination and prejudice and the way in which this can impact on family life in particular for people with disabilities and minority ethnic communities. • Understanding of managing work within a performance culture that ensures delivery of high quality services to families and children.

	Our Values & Behaviours
D	**PUTTING COMMUNITIES FIRST** • We put local people at the heart of decision making in everything we do. • We seek to include and involve: all voices matter. • We provide quality services that are responsive, effective and efficient. The following examples are indicators of effective behaviour: • I actively involve and include the communities that I serve in my work. • I shall reflect the views of the communities in my daily work. • I shall improve the service I provide through seeking feedback from others. Our residents will feel that: • I have been included • I can see how my views have been taken into account • I can see improvements and developments based on my input
E	**RESPECT** • We listen to everyone and value the personal experiences of people in our communities and of each other. • We adopt a fair, and involving approach regardless of any way in which an individual is different to us. The following examples are indicators of effective behaviour: • I adapt my approach to take account of all differences and cultures in the community and with colleagues. • I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. • I communicate in a way that is respectful, encourages involvement and meets people's needs. Our residents will feel that: • I feel my culture and background are respected. • I have confidence that action is being taken. • I feel I am being treated fairly.
F	**INTEGRITY**

	• We act with openness, honesty, compassion, responsibility and humility. • We let people know what we are doing and communicate why and how decisions have been made. The following examples are indicators of effective behaviour: • I demonstrate empathy in my interactions with others. • I am honest and transparent about the decisions I take. • I follow through on the actions I say I will take and take ownership for communicating the outcome. Our residents will feel that: • I am told when something is not possible and the reasons why are explained to me. • I feel my perspective is listened to and understood. • I feel my views are valued
G	**WORKING TOGETHER** • We work together and in partnership with everyone that has an impact on the lives of our residents. • We want to understand, learn from each other and continually adapt. The following examples are indicators of effective behaviour: • I work with others to provide an effective service for residents, local communities and other departments within the Council. • I seek ways to work with other departments to deliver a seamless service and find opportunities to improve. • I seek out opportunities to learn from my colleagues and build on good practice. Our residents will feel that: • I can get my issue resolved without being passed around departments. • I find it easy to access the services that I need. • I feel the Council is open to new ideas.