**OLDHAM COUNCIL**

**JOB DESCRIPTION**

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| **Job Title:** | Advanced Practitioner | | |
| **Directorate:** | Childrens Services | **Division/Section:** | Childrens Social Care |
| **Grade:** | 9 | **JE Reference:** | SocE |

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| **Job Purpose** |
| To have responsibility for a smaller caseload, including cases which can be of a complex and challenging nature, and to provide high quality interventions for those vulnerable children and young people which ensure their safety, and ensure they achieve improved outcomes.  To work alongside partner agencies to undertake various assessments, to co-produce and implement plans, and to lead on evaluating and assessing progress, to ensure the best possible outcomes for children, young people and their families.  Alongside a smaller caseload you will be present to support staff, including reflective and group supervision, giving advice and guidance to staff as a team and as individuals.  Assisting the team manager in making sense of quality assurance feedback and data, promoting a learning culture sharing good practice and strengths as well as identifying areas for development and finding ways to ensure consistent high quality and practice improvement.  To model continual professional development and be accountable for the promotion of social work good practice and learning from research.  Oldham offers a development pathway for Advanced Practitioners to develop their leadership skillset, which includes a point of competence recognition and approval to authorise elements of our service delivery. In the job description below, this is referred to as the PoCR |
| **Key Tasks** |
| Lead and co-work cases and specific areas of work that are complex and sensitive, ensuring high quality service delivery. Chair multi-agency meetings as appropriate, including strategy meetings at PoCR.  Deliver group reflective supervision within the team, and with partner agencies, and when required provide 1-1 additional reflective supervision to all workers, particularly those in their first year as qualified social workers.  Provide shadowing and mentoring for colleagues to support their learning and training.  Offer advice and guidance to help develop their knowledge and regarding decision-making for work with children and their families; demonstrate robust analysis and evidence-based planning, with due hypothesising and critique of possible solutions.  Accompany less experienced workers in new and complex experiences such as court attendance, fostering panel, legal gateway and Access to Resources Panel.  Advanced Practitioners in After Care and in Fostering will additionally provide supervision of Personal Advisors and Supervising Social Workers respectively, once the PoCR has been agreed.  Play a key role in leading the implementation of Systemic Practice that includes developing curiosity, an outcome and impact focus, and relationship-based work with families. It will also include the promotion of effective use of tools such as genograms, ecomaps, and impact chronologies, ensuring active participation from children and families, and empowering them to lead on developing solutions.  At point of CoPR, use all elements of the quality assurance jigsaw: performance data, feedback from children and families, partners and staff, direct observations and findings of practice reviews and sampling to help drive improvements for children through staff continually developing, being well-motivated with ambitious goals for practice and impact. Provide information, data and statistics as required.  At point of CoPR, drive practice improvement plans, and lead on action plans for consistently good practice. Leading a culture of high support and high challenge, identify issues interfering with delivering an efficient service, and inform managers and the team promoting solution-finding and opportunities for improvement. Assist the development, implementation and monitoring of quality assurance standards.  Work with the Team Manager in setting up and managing team and group meetings, team training, and learning and development forums. Bring to the team, up to date research and reflection on lessons learnt nationally and regionally as well as within Oldham.  At point of CoPR, review work such as assessments, plans and meeting minutes, giving direction to staff to address any gaps and how to improve. The Team Manager will maintain supervisory oversight of the staff.  Maintain records in necessary formats. Support up-to-date and full recording on children’s records and ensure content by self and team is accurate and personal information is kept confidential.  Assist the Team Manager in allocating work, and supporting staff to do this work (sometimes co-working).  Join focus groups to support system developments, new initiatives and improvement in practice, acting as a service area champion where allocated.  Engage in your own professional development including practice competence and supervision of others. Make use of development pathways offered in line with identified need and interests.  Support with feedback on ICT systems. Adopt required changes and advances in working practices, particularly those which incorporate the use of ICT, and support all staff to do so.  Develop and maintain appropriate working relationships with partnership agencies, including health and voluntary sector agencies.  Act for and advocate on behalf of Service Users, Carers and Families, within the boundaries of corporate and directorate policies. |
| *In addition to the tasks above, Jobholders could be required to undertake any tasks, duties or responsibilities contained in lower-graded posts within the Social Worker profile family to ensure a comprehensive Service is delivered to Service Users, Carers and Families.* |

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| **Standard Duties:** | |
| 1. | To actively promote the equalities and diversity agenda in the workplace and in service delivery. |
| 2. | To uphold and implement policies and procedures of the Council, including customer care, data protection, finance, ICT, safeguarding and health & safety policies. |
| 3. | To actively engage with the behaviours and values of the Council to promote and support our Co-operative Agenda. |
| 4. | To undertake continuous professional development and to be aware of new developments, legislation, initiatives, guidelines, policies and procedures as appropriate to the role. |
| 5. | Undertake any additional duties commensurate with the level of the post. |

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| **Contacts:**  Service Users, Carers, Relatives, Guardians, colleagues within OMBC and the NHS, partnership agencies, legal professionals, teachers and the police |

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| Relationship To Other Posts In The Department: | |
| **Responsible to:** | Team Manager |
| **Responsible for:** | Trainee Social Workers and/or Social Care staff, as appropriate. |

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| **Special Conditions:**  Enhanced DBS and update service.  Essential Car Allowance for drivers. |

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| **Values and Behaviours:** |
| We have a clear set of values that outline how we do business. We share these Borough-wide with our residents, partners and businesses:   * **Fairness -**We will champion fairness and equality of opportunity and ensure working together brings mutual benefits and the greatest possible added value. We will enable everyone to be involved. * **Openness -**We will be open and honest in our actions and communications. We will take decisions in a transparent way and at the most local level possible. * **Responsibility -**We take responsibility for, and answer to our actions. We will encourage people to take responsibility for themselves and their actions. Mutual benefits go hand-in-hand with mutual obligations. * **Working together -**We will work together and support each other in achieving common goals, making sure the environment is in place for self-help. * **Accountability -**We recognise and act upon the impact of our actions on others and hold ourselves accountable to our stakeholders. * **Respect -**We recognise and welcome different views and treat each other with dignity and respect. * **Democracy -**We believe and act within the principles of democracy and promote these across the borough. |
| Internally we’ve translated these values into five Co-operative behaviours which outline the priority areas of focus for staff at all levels.   * Work with a Resident Focus * Support Local Leaders * Committed to the Borough * Take Ownership and Drive Change * Deliver High Performance   More information around our Values and Behaviours can be found on our Greater.Jobs pages. |

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|  | **DATE** | **NAME** | **POST TITLE** |
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**OLDHAM COUNCIL**

**PERSON SPECIFICATION**

**Job Title:** Advanced Practitioner

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|  | **Selection criteria**  **(Essential)** | **Selection criteria**  **(Desirable)** | **How Assessed** |
| Education & Qualifications | A Social Work degree or an equivalent recognised Social Work Qualification, e.g. DipSW  Registration with Social Work England  Post Qualifying Award, including ASYE completion and pass where applicable, and evidence of continued professional. | Mentoring and or Practice Educator Award, or equivalent for supervisory and support development. | Certificates  (produce at Interview) |
| **Experience** | A minimum of 3 years post-qualified experience.  Experience of mentoring, motivating and supporting staff and ensuring work is completed to the required standard.  Experience of undertaking factual, research informed and balanced assessments with children, young people, and their families/carers, where their situation may be complex and high risk. Including consideration to historical involvement and children’s journeys.  Experience of managing a complex caseload, under management supervision.  Experience of co-producing, implementing, and evaluating plans for children and young people  Experience of working with partner agencies to deliver planned interventions and share information to safeguard children and young people effectively.  Experience of using electronic systems to maintain Service User’s records and outcomes.  Experience of prioritising competing demands and meeting conflicting deadlines.  Experience of writing formal assessments and specialist assessments. | Experience of supervising staff and providing reflective supervision in group and 1-1 settings.  Experience of working in multi-disciplinary teams to deliver social work services, including those employed with other organisations.  Experience of systemic practice.  Experience of performance management and quality assurance.  Experience of practice education and ASYE mentoring.  Experience of supporting the delivery of team forums such as development days, team meetings and/or training. | Application Form/ Interview  Application Form/ Interview  Application Form/ Interview  Application Form/ Interview  Application Form/ Interview  Application Form/ Interview  Application Form/Interview  Application Form/Interview  Application Form/Interview |
| **Skills & Abilities** | Ability to motivate and support colleagues, to reflect and hypothesise in one to one and group settings.  Ability to critically analyse and reflect on own experiences and interventions with children and families.  Ability to accurately quality assure practice and advise and direct good practice, achieving sustained improvement and continual learning.  Ability to negotiate with both internal and external services to source services for children, young people and their families and carers. Including presentation of evidence.  Ability to develop effective relationships and evidence direct work which is effective as part of an intervention with a child, young person and their family or carers.  Ability to analyse, to make decisions, plan and review effectively to achieve the correct outcomes for children and young people.  Strong communication and interpersonal skills to develop trusted relationships and deal with conflict confidently, but sensitively. With both children and their families and our partner agencies.  I.T. Skills to use Microsoft Office and the Council’s electronic records management systems. | Skills to collate information, research, analyse and evaluate data, and produce statistics and write reports.  Ability to contribute to strategic service delivery and proposing ideas to improve service delivery. | Application Form/ Interview  Application Form/ Interview  Application Form/ Interview  Application Form/Interview  Application Form/Interview  Application Form/Interview  Application Form/Interview  Application Form/Interview |
| **Knowledge** | Detailed knowledge of the relevant legislation, safeguarding procedures, fostering regulations, codes of practice, national guidelines and Government initiatives connected with service delivery in the relevant field of social work.  Ensure social work knowledge is kept updated though continuing professional development and contribute to the promotion of best social work practice.  Knowledge and understanding of equalities and diversity issues in connection with delivering social work. Including power, privilege and oppression.  In-depth knowledge of theories, research and topics which may relate to and affect children, young people and families you will be working with, e.g neglect, domestic violence, sexual abuse. | Knowledge of early permanency, UASC, sexually harmful behaviour and specialist assessments.  Knowledge and understanding of Systemic Practice. | Application Form/ Interview  Application Form/ Interview  Application Form/ Interview  Application Form/ Interview |
| Work Circumstances | Willingness and preparation to participate in supervision, appraisal, learning and training activities including undertaking additional qualifications.  Able to understand and navigate the organisational and partnership context.  Driving Licence or ability to travel independently across the Borough of Oldham  Ability to work unsocial hours. |  | Application Form/ Interview  Application Form/ Interview  To provide evidence at interview  Application Form/ Interview |

*Abbreviations:* AF = Application Form; I = Interview; AC = Assessment Centre; T = Test

**NB. - Any candidate that meets the criteria of our Guaranteed Assessment Scheme and meets the essential criteria of the role, will be guaranteed the first stage of assessment (whether that is an interview or another assessment, as appropriate).**

**Our Guaranteed Assessment Scheme supports candidates with disabilities, those who are aged 24 or under and have previously been in or currently in care, those that are carers, and those who have served in the Armed Forces as a regular, reserve or cadet.**