

Job Description

Job Title	SENIOR PRACTITIONER
Grade	11
Business Unit or Division	CHILDRENS SERVICES
Department	CHILDREN LOOKED AFTER ADOLESCENT & AFTER CARE

Purpose of the job

1. Responsible for the provision of a comprehensive and effective integrated social work service in accordance with current legislation, Council policy and best practice. The post holder operates at the level of a senior professional in assessment, case planning, review and case management service functions.

Principal accountabilities

1. Operate as part of the management team, providing professional guidance and support in complex assessment and case management functions. Responsible for the delivery of high quality, responsive and customer focused services.
2. Initiate research, recommend best practice and implement changes in legislation and policy within a specialist area of service. The role of recognised expert requires the post holder to lead service developments and brief colleagues in new procedures and different methods / approaches.
3. Support the delivery of team workload management systems to ensure that resources address priority cases and respond to changing needs and circumstances.
4. Manage the most complex cases, which may be strongly contested and high profile. To develop appropriate packages of care to meet the needs of vulnerable service users, and control cases which are not permanently allocated but subject to regular monitor and review.
5. Contribute to the management and development of specific areas of service, including improvements in delivery, determination of priorities, service team plans and implementation of new practice initiatives.
6. Undertake a quality assurance role for the service, identifying problem areas and recommending solutions. Ensure that care packages provide value for money and meet the complex needs of service users.
7. Establish practice standards for auditing purposes, including the monitor

and review of contracts, care programmes, file notes, risk assessments, and delegated budgets.

8. Negotiate service contracts within prescribed parameters which ensure value for money in terms of placements and meet the complex needs of service users.
9. Take a full role in the Duty system, as required.
10. Provide practical knowledge and advice for staff, which may include workers from different services (i.e. health), student placements and Personal Advisors.
11. Contribute to the provision and review of staff training and development plans, which may involve staff from outside the area of profession / specialism.
12. Represent the service at Court, conferences, and planning and review meetings.
13. Chair multi-disciplinary meetings such as case conferences, statutory reviews and network meetings.
14. Establish effective links and working relationships with other stake holders, and key professionals from different services, ensuring a professional approach to team working and appropriate services for users.
15. Responsible for the management of information systems, ensuring that all information is used intelligently.
16. To monitor and review contracts to ensure that users changing needs are met, and that providers achieve the agreed standards.
17. Manage a caseload with a high element of risk such as highly contested Court issues and politically high profile cases.
18. To support staff with the delivery of electronic case recording functions.
19. Any other duties appropriate to the post and grade.

2: Grade/Conditions of Service

- 2.1 Evaluated at Grade 11
- 2.2 Governed by National Conditions of Service, APT&C staff, enhanced by Council conditions as appropriate.
- 2.3 Contractual hours: 36, Monday to Friday.
- 2.4 This post is open to job share.

Person Specification

Knowledge, including educational qualifications:	Essential (E) or Desirable (D)
1. Knowledge of the key legislation central to the implementation of a professional social work service.	E A I S
2. Knowledge of the functions of a Social Services Department and related agencies.	E A I S
3. Knowledge of methods to assess performance and the achievement of targets in social work practice.	E A I
4. Knowledge and understanding of the current issues in social work practice, specifically relating to older children in care, and to careleavers.	E A I S
 Experience:	
5. To hold a recognised Social Work qualification and be registered with the General Social Care Council.	E A I S
6. To have significant experience of utilising a range of social work skills at post-qualifying level in a statutory children & families social work setting.	E A I S
7. Experience of holding a complex caseload which has included court work where issues are complex or in dispute.	E A I
8. Experience of preparing reports and presenting these in a formal setting e.g. contested family court proceedings.	E A I
9. Experience of financial management in a social work setting.	E A I
10. Experience of generating and applying management information.	E A I
11. Experience of determining priorities in the implementation of a social work service.	E A I
12. Experience of applying the principles of equal opportunities in social work practice	E A I

