

## Kent County Council

### Job Description: *Senior Practitioner*

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**Directorate:** Children, Young People and Education

**Unit/Section:** Specialist Children's Services

**Grade:** KR11

**Responsible to:** Team Manager

#### **Purpose of the Job:**

Manage a caseload of complex and difficult cases involving assessment, planning and implementation and evaluation of appropriate action to ensure resources are utilised effectively to safeguard and promote the welfare of service users.

Contribute to raising and maintaining standards of professional work within a social work team, undertake staff supervision as directed by the Team Leader and act as a Practice Assessor for students.

The postholder should be working in line with the competency standards set out in the Competency Assessment Social Worker Career Grade Scheme.

#### **Main duties and responsibilities:**

- Act as Duty Social Worker on an 'Out of Hours' basis, providing a diverse and comprehensive Social Work service encompassing all client groups and including the provision of advice, initial Child Protection investigations, support to foster parents, the organisation of residential placements, Emergency Protection Orders and Care Management assessments, in order to meet the immediate needs of the clients involved. Maintain high standards of recording on all referrals, actions and interventions. Ensure information is legible and transferred to the appropriate day team.
- Provide a high quality resources of professional social work knowledge and expertise to a team of Social Workers, to include supervision, group meetings, assisted fieldwork, attendance in court, case audits and reviews etc, to assist the team in ensuring that it carries out its core tasks to a high standard.
- Provide coaching and mentoring support to Social Workers, including those undertaking post qualifying training, to support and further their professional knowledge and development to impact upon the overall quality of practice within teams.
- Attend court, where appropriate, to assist the team in ensuring that key professional input and expertise is provided to high profile and sensitive cases.
- Undertake staff supervision as directed by the Team Manager according to the needs of the team.
- Act as Practice Assessor to support student placements.

- Liaise regularly with peer colleagues throughout the Directorate to ensure social work staff deliver existing and new practices consistently and to a high standard across the Directorate.
- Contribute to the development of new initiatives through attendance on Working Groups, multi agency forums, training courses etc and acting as lead for identified pieces of Directorate initiatives, i.e. planning for permanence and research work, to develop current and new ways of working that meet service requirements.
- Maintain awareness of changes in legislation and related policies and practices and ensure all social work staff are also informed of these changes to enable consistent and timely implementation.
- Access both Kent and Medway client information systems, e.g. Liberi, AIS, FrameWorki and Careworks, enabling the post holder to research service user's history and input data accordingly to keep the county's records accurate on cases with which the Out of Hours Service is involved.
- Record statistical details as required.
- Work rotating shifts as per the rota and with other team members ensure cover is provided for colleagues on leave etc.
- Some on-call arrangements may be required.
- Attend Team and Practice Meetings as required.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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### Person Specification: *Senior Practitioner*

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Degree in Social Work, CQSW/DipSW or equivalent and registration with Social Work England</li> <li>• Evidence of relevant professional development</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Substantial diverse experience of working with children and families, of which some should be post qualification experience</li> <li>• Demonstrate experience of working with complex family situations some of which must be in a statutory childcare setting.</li> <li>• Providing consultation, mentoring and developing qualified staff/Social Work Assistants or equivalent</li> </ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>• Demonstrate a high standard of direct work skills with children and their families</li> <li>• Ability to quality assure through supervision, case audit and review to ensure high standards of practice within the team.</li> <li>• Ability to work within an Equal Opportunities, non discriminatory framework</li> <li>• Ability to assess effectively the performance and development needs of social work staff</li> <li>• Effective negotiating and interpersonal skills</li> <li>• Identify, attain and maintain high levels of practice</li> </ul>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• High level working knowledge of current relevant legislative framework and national policy</li> <li>• Expertise and understanding of child development and attachment theory</li> <li>• Understanding/knowledge of adoption, fostering, disability, and children and families issues as appropriate to work setting</li> </ul>
<b>BEHAVIOURS</b>	<ul style="list-style-type: none"> <li>• Professional credibility</li> <li>• Innovative/flexibility</li> <li>• Leadership skills</li> <li>• Commitment to Equal Opportunities</li> </ul>
<b>KENT VALUES AND CULTURAL ATTRIBUTES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> </ul>

- We are **curious** to innovate and improve
- We are **compassionate**, understanding and respectful to all
- We are **strong together** by sharing knowledge
- We are all **responsible** for the difference we make

Our values enable us to build a culture that is:

**Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile

**Curious** - constantly learning and evolving

**Compassionate and Inclusive** - compassionate, understanding and respectful to all

**Working Together** - building and delivering for the best interests of Kent

**Empowering** - Our people take accountability for their decisions and actions

**Externally Focused** - Residents, families and communities at the heart of decision making