Kent County Council
Job Description: Community Practitioner / Social Worker

Directorate:	**Adult Social Care and Health**
Unit/Section:	**Operations Division – Community Teams**
Grade:	**KSG**
Responsible to:	**Community Team Manager**

Purpose of the Job:

Work to support adults with care and support needs, their families and carers to make a positive difference every day. Support people to make informed choices to live as full and safe life as possible. Work with communities early on to help people feel empowered to find trusted help and support locally from a range of sources. Work in partnership to ensure support is appropriately coordinated and communication is effective between agencies and other parties. Work closely with service providers and other agencies to support the people we support working towards their independence and wellbeing goals and outcomes.

Main duties and responsibilities:

- Deliver high-quality, person-centred care and support. Identify what is important to the people we support, and how they can live a life they want to live. Being involved in people's lives in the least intrusive way – and always in their best interests

- Take a holistic 'whole family approach' to ensure that the person's needs are met and identify how their care and support impacts family members or others in their support network. Facilitate conversations with people we support, their families and their carers based on what matters most to them

- Support people, their carers, family members, or others in their support network, to build and maintain community links, and to live as independently as possible, for as long as possible

- Build and develop relationships with wider partners to conduct person-centred reviews, including annual statutory reviews, of the people we support's care and support plans, and work together to enable people to achieve their personal outcomes.

- Manage crisis intervention to meet immediate requirements and reduce risk. Undertake safeguarding enquiries as directed by the Safeguarding Coordinator / Team Manager

- Actively contribute towards a learning culture as set out in the practice framework by delivering high-quality, person-centred care across all specialisms. Focus on reflection and personal development through supervision, training and other opportunities.

- Be flexible and adaptable in supporting people, their families and carers by using skills and expertise/training to undertake specialist work by working with people in another locality if required and by working with managers and colleagues to provide access to the service

during its operating hours in order to contribute to the delivery of an effective, accessible and resilient social care service.

Footnote: This job description is provided to assist the job holder to know what their 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: Community Practitioner / Social Worker

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.

	CRITERIA
QUALIFICATIONS	• Degree or Diploma level qualification in a relevant field (or equivalent). Registered practitioner in Social Work, Nursing or Occupational Therapy • Up to date registration with professional body. • Competent to work at the new practitioner level of the Social Care Capabilities Framework for Registered Workers • A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.
EXPERIENCE	• Post qualification experience in Social Care, Health related agencies or related private or voluntary organisation, of a magnitude that enables the post holder to have achieved the relevant level of the Capabilities Framework. • Experience of managing and reducing risk and experience completing safeguarding enquiries • Experience of multi-agency/partnership working. • Experience of Assessment and Care and Support Planning • Experience in supporting people with medium to high level complex needs
SKILLS AND ABILITIES	• Good communication and listening skills • IT skills and effective use of Microsoft Office programs • Build and develop relationships with wider partners and work together to enable people to achieve their personal outcomes • Ability to work as part of a team and with staff at all levels (excluding external partners) • Ability to prioritise, forward plan and work effectively on own initiative as well as part of a team • Supervision, mediation and negotiation skills • Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery • Innovative thinking and an awareness of new services and initiatives meet eligible needs and a positive approach towards meeting outcomes and promoting independence

	• Undertake critical reflection and seek personal development opportunities. • Willingness to learn through practice, supervision and training • Work towards getting appropriate skills (including social supervision) to your grade to suit the needs the business • Ability to work flexibly and reacting for business continuity, including cover for bank holidays, weekends and evenings.
KNOWLEDGE	• Knowledge of all relevant social care legislation, policy and procedures and Codes of Practice • Understanding of the Equality Act 2020 and principles of antidiscriminatory practice • Understanding of the local authorities duties in safeguarding adults and children • Compliance with information governance, record retention, confidentiality issues and the General Data Protection Regulations • Knowledge of the resources available across adult social care and in the Local Community
KENT VALUES AND CULTURAL ATTRIBUTES	**Kent Values:** • We are **brave.** We do the right thing, we accept and offer challenge • 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