Kent County Council

Job Description: Senior Practitioner

Directorate: **Adult Social Care and Health**

Unit/Section: **Operations Division – Community Teams**

Grade: **KR11**

Responsible to: **Community Team Manager**

Purpose of the Job:

Supporting the development of practice, skills and knowledge with the registered practitioners and social care assessors within the team. Provide supervision, direction and guidance to practitioners and social care officers within the Kent County Council (KCC) Adult Social Care directorate. Provide professional expertise, skills and advice to enable the provision of an effective, high quality social care service that meets existing and new KCC and multi-agency policies, procedures and practices.

Lead and oversee social care activity for the team, providing oversight, guidance and advice on all activity within the team. Ensure that a strength-based approach and proportionate assessment is undertaken to inform care and support planning, to enable people to meet desired outcomes, identified needs and maintain wellbeing. Work with small number of people with care and support needs and their carers, in situations where more skilled level of intervention is required.

Main duties and responsibilities:

1. Support the day-to-day management and professional practice of registered practitioners and social care officers to ensure the delivery of high quality service that identifies what is important to the people we support, and how they can live a life they want to live whilst delivering effective, safe and high quality practice.

2. Work in partnership with a range of teams, partner organisations and other parties to offer a broad range of options to the people we support, their carers and their families.

3. Support Community Team Manager in delivering high standards of practice in line with the Practice Framework. Promote best practice in relation to strength-based approaches and making safeguarding personal and support practitioners to ensure effective action is taken to manage and reduce risk for people with care and support needs and their carers.

4. Support Community Team Manager in improving performance, quality assurance and innovation for the team in line with national and departmental targets and objectives. Support with embedding improvement actions through the Quality Assurance Framework.

5. Oversee staff building and developing relationships with wider partners to conduct person-centred reviews, including annual statutory reviews, of clients' care and support plans, and work together to enable people to achieve their personal outcomes.

6. Work closely with other teams to identify, monitor, review and improve service delivery and ensure quality and outcome improvements are made where required. Contribute to the continuous improvement of practices, procedures and initiatives to support high quality service delivery. Lead and contribute to a range of service related projects as they arise, including the development of new initiatives through representation on working/multi-agency groups. Actively contribute to a learning culture and the delivery of high-quality, person-centred care and support.

7. Ensure all staff adhere to Departmental policies, procedures and capability frameworks including for Safeguarding, Mental Capacity Assessment and Best Interest requirements in assessing the needs of the people we support. Ensure all staff have working knowledge of service provider regulatory and contractual frameworks.

8. Support the Community Team Manager in the recruitment and induction of new staff and in managing the development of the team's knowledge base and expertise as well as supporting the day-to-day management of the team to ensure services are delivered and meet the standards required.

9. Be flexible and adaptable in supporting people, their families and carers by using skills and expertise/training to undertake specialist work (including Best Interest Assessor, Practice Educator, Approved Mental Health Professional, Safeguarding and Social Supervision), 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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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 • Relevant professional registration • Competent to work at the Advanced Practitioner level of the Professional Capabilities Framework for Registered Practitioners.
EXPERIENCE	• Post-qualification experience in Social Services, Health related agencies or related private or voluntary organisation • Expertise in managing and reducing risk and experience completing safeguarding enquiries • Experience of multi-agency/partnership working • Experience of working with the people we support spanning a range of complexity. • Expertise in the supervision and development of staff, including performance management.
SKILLS AND ABILITIES	• Ability to communicate effectively with the people we support, carers, colleagues and partner agencies through written and verbal communications • Ability to build and develop effective working relationships across a wide range of internal and external partners • Ability to prioritise, forward plan and work effectively on own initiative as well as part of a team • Supervision, management, 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 • Demonstrate understanding and application of proactively influencing and peer challenging service providers and health and social care partners • Demonstrate ability to explore alternative services to meet eligible needs and a positive approach towards meeting outcomes and promoting independence • Ability to act as a mentor and demonstrate teaching skills. • Ability to travel across a wide geographical area in a timely and flexible manner to ensure the needs of the service are met.

	• 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	• An evidence-based high level understanding and application of key policies, legislation and statutory guidance, and eligibility criteria relating to provision of support to the client group, including the Care Act, and service provider regulatory and contractual frameworks • Good understanding of joint working with partner agencies • Close familiarity with relevant recent research and governmental and corporate initiatives • Working knowledge of legislation relating to Equal Opportunities and awareness of KCC equality and diversity policies, procedures and legislation • Comprehensive knowledge and application of Safeguarding, Mental Capacity Act/ DoLS and understanding of Court of Protection policies and processes • Compliance with information governance, record retention, confidentiality issues and the General Data Protection Regulations • Working knowledge of financial procedures and financial regulations • Working knowledge of alternative service and community assets.
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