

Kent County Council

Job Description: Practice Development Officer

Directorate: Adult Social Care & Health
Unit/Section: Strategic Safeguarding, Practice, Policy, and Quality Assurance
Grade: KR11
Responsible to: Practice Development Manager

Purpose of the job:

To work with operational managers across Adult Social Care and Health to identify areas of good practice and those where further improvements are required and support the implementation of resulting improvement/action plans to influence the delivery of effective integrated practice.

To promote a learning culture that further develops the knowledge base of social care practitioners and raises awareness of legislative changes, by consistently auditing in line with the quality assurance framework, and to embed KCC's practice framework into front line practice.

Main duties and responsibilities:

1. Work with the Principal Social Worker & Practice Development Manager to model and promote high quality frontline practice.
2. Coach frontline practitioners to support the implementation of KCC's practice framework.
3. Provide creative approaches to the management and delivery of adult social care services within the boundaries of legislation, policy and practice, and funding challenges to improve outcomes for people who draw upon care and support and their families.
4. Contribute to the effective formulation, monitoring and review of local policies, procedures and practice guidance that underpin effective practice.
5. Undertake practice audits and analysis of priority areas identified through performance monitoring, practice audits and the use of information systems.
6. To provide advice and support to management and operational teams on matters relating to quality assurance and monitoring arrangements to ensure the successful implementation of any integrated service action plans
7. Identify opportunities to plan and deliver training presentations and workshops to front line practitioners both internally and as part of a multiagency process to implement KCC's practice framework

8. Maintain an awareness of national developments in legislation, policy, and practice as well as emerging research findings; keeping operational management and services appropriately informed to ensure practice is adapted accordingly
9. Represent the directorate at conferences and other forums at both County, Regional and National level upon request.

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: Practice Development Officer

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	<ul style="list-style-type: none">• Educated to degree level or equivalent.• Professional qualification as a Social Worker, and registered with Social Work England.• Evidence of continuous professional development.
EXPERIENCE	<ul style="list-style-type: none">• Extensive post qualification experience within Social Care• A thorough knowledge of different models of social care and health• Experience of involvement in multi-agency working, particularly with Health partners.• Experience of auditing/ quality assurance work
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Enhanced professional judgement and decision making skills.• Ability to lead and influence.• Ability to develop effective working relationships at all levels internally and with key stakeholder from partner agencies.• Change management skills.• Good organisational skills including oversight and prioritising of projects.• Solution focussed skills.• Ability to analyse statistical & performance information to improve practice.• Ability to challenge effectively and deliver difficult messages without undermining professional relationships and professional integrity.• Ability to use different media to share information i.e. MS teams, recording webinars, devising presentations• Excellent communication skills – both verbal and written.

<p>KNOWLEDGE</p>	<ul style="list-style-type: none"> • Excellent knowledge and understanding of relevant legislative and policy frameworks and impact on service, across the adult social care and health agenda • Enhanced knowledge of practice theories, including social work theory, and its implications for practice • Knowledge of recent research and National initiatives impacting on Adult Social Care and Health Services • Excellent knowledge and understanding of Safeguarding policies and procedures
<p>BEHAVIOURS AND KENT VALUES</p>	<p>Kent Values:</p> <ul style="list-style-type: none"> • 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 <p>Our values enable us to build a culture that is:</p> <ul style="list-style-type: none"> • 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