

**Directorate:** Adult Social Care and Health  
**Unit/Section:** Older People and Physical Disability  
**Grade:** KR 11  
**Responsible to:** Team Manager – Promoting/Supporting Independence

**Purpose of the Job:**

Provide a practice and supervisory service to both registered and unregistered staff within the team ensuring effective safe practice and adherence to the operating framework for OPPD clients and related policies, procedures and practice guidance. Work with local social care and health systems, leading close working with service providers to support clients to work towards their independence and wellbeing goals.

**Main duties and responsibilities:**

1. Provide professional practice/clinical oversight to registered and unregistered staff who manage care and support to clients in partnership with service providers and local health and social care networks, which require a high level of expertise and specialist input. Ensure team members are delivering effective, safe and high-quality practice when they review and modify care and support plans with clients and service providers.
2. Manage crisis intervention to meet immediate requirements and reduce risk.
3. Ensure that staff work with clients and service providers to determine that the level of service is appropriate to meet assessed eligible needs. Ensure any changing needs are addressed and approve changes to care and support plans and personal budgets which exceed defined tolerances.
4. Work in partnership with a range of teams, partner organisations and other parties to offer a broad range of options to clients and carers. Ensure participation in multi-disciplinary meetings with partners to support complex needs.
5. Ensure staff co-ordinate interventions with other professionals to ensure that care and support is delivered in a person-centred and timely manner. Oversee the referral of appropriate circumstances to the relevant team to ensure clients are fully supported as required.
6. Work closely with service providers, Quality Improvement and Safeguarding Teams, and the Strategic Commissioning Division 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.

7. Ensure all staff adhere to policies, procedures and capability framework for Safeguarding, Mental Capacity Assessment and Best Interest requirements in assessing the needs of clients. Ensure all staff have working knowledge of service provider regulatory and contractual frameworks.
8. Work collaboratively with service providers to plan and deliver training for the team and the service provider workforce. Ensure a suitable range of services are available to meet clients' needs and those of their families and/or carers. Offer positive peer challenge and professional support to develop practice and upskill the workforce, including showing techniques.
9. Be accountable for own performance and monitor the performance of a designated group of professional staff within the team taking appropriate action to maintain high practice standards. Enable continued development of professional skills to meet service requirements, ensuring staff adhere to policies, procedures and capability framework for Safeguarding, Mental Capacity Assessment and Best Interest requirements in assessing the needs of clients.
10. Responsible for high quality, wider professional practice/clinical oversight, advice and guidance across the OPPD directorate and to professionals from other partner agencies, utilising professional expertise to support OT, Social Work or Nurse qualified staff to ensure professional practice is supported and competencies maintained. Provide professional supervision for students on practice placements with the team, planning a range of work experience, supporting their development, monitoring progress and supporting the embedding of the student's learning in practice.
11. Support the 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.
12. Support the Service Manager in building resilience within the team, responding to emergency planning issues and ensuring there are business continuity arrangements in place at all times.

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.

## Kent County Council

### Person Specification: Senior Practitioner – Supporting Independence

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>• Relevant degree, diploma or related professional qualification (e.g. Occupational Therapy, Nursing or Social Work) within a specialist profession.</li><li>• Up to date registration with appropriate professional body</li><li>• Competent to work at the Experienced Practitioner level of the Social Care Capabilities Framework for Registered Workers</li><li>• KCC Kent Manager</li></ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Significant post-qualification experience, in Social Services, 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 competency</li><li>• Experience in a specialist area e.g. long-term conditions, autism, transition, etc</li><li>• Experience of multi-agency/partnership working</li><li>• Experience of working with clients spanning a range of complexity.</li><li>• Supervision and development of registered and unregistered staff</li></ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"><li>• Ability to communicate effectively with clients, carers, colleagues and partner agencies through written and verbal communications</li><li>• Ability to build and develop effective working relationships across a wide range of internal and external partners</li><li>• Ability to prioritise, forward plan and work effectively on own initiative as well as part of a team</li><li>• Supervision, management, mediation and negotiation skills</li><li>• Ability lead a range of service related projects</li><li>• Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery</li><li>• Understanding and application of KCC's performance monitoring requirements</li><li>• Demonstrate understanding and application of proactively influencing and peer challenging service providers and health and social care partners</li><li>• Demonstrate ability to explore alternative services to meet eligible needs and a positive approach towards meeting outcomes and promoting independence</li><li>• Ability to act as a mentor and demonstrate teaching skills.</li><li>• Ability to contribute to and lead working groups and dissemination of information consistently across the directorate.</li><li>• Ability to take responsibility for own and others health and safety</li><li>• Ability to travel across a wide geographical area in a timely and flexible manner to ensure the needs of the service are met, including evening and weekend working when required.</li></ul>

<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• An evidenced-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</li> <li>• High level working knowledge of directorate and corporate policies, procedures, practice and theories</li> <li>• Good understanding of joint working with partner agencies</li> <li>• Close familiarity with relevant recent research and governmental and corporate initiatives</li> <li>• Working knowledge of legislation relating to Equal Opportunities and awareness of KCC equality and diversity policies, procedures and legislation</li> <li>• Comprehensive knowledge and application of Safeguarding, Mental Capacity Act/ DoLS and understanding of Court of Protection policies and processes</li> <li>• Knowledge of KCC's supervision policy</li> <li>• Compliance with information governance, record retention, confidentiality issues and the General Data Protection Regulations</li> <li>• Working knowledge of financial procedures and financial regulations</li> <li>• Professional supervision of a range of resources and financial management ability</li> <li>• An evidenced based understanding and application of the Continuing Healthcare framework</li> <li>• Working knowledge of alternative service and community assets</li> </ul>
<b>BEHAVIOURS AND KENT VALUES</b>	<p><b>Open</b></p> <ul style="list-style-type: none"> <li>• Value for money thinking</li> <li>• Innovative thinking</li> <li>• Risk managers</li> <li>• Managing expectations</li> <li>• Political awareness of unpopular decisions</li> <li>• Honesty/bravery</li> <li>• Solutions focussed</li> </ul> <p><b>Invite contribution and challenge</b></p> <ul style="list-style-type: none"> <li>• Co-production</li> <li>• Collaborative</li> <li>• Competition</li> <li>• Working together</li> <li>• Information Sharer</li> <li>• Integrated thinkers</li> </ul> <p><b>Accountable</b></p> <ul style="list-style-type: none"> <li>• Professionalism</li> <li>• Seeking constant improvement</li> <li>• Quick response in relation to delivery</li> <li>• Acting as a commercial business</li> <li>• Innovator</li> <li>• Capacity builder</li> <li>• Creative</li> <li>• Resilient</li> </ul>

	<b>Kent Values:</b>
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|  | <ul style="list-style-type: none"><li>• We are brave. We do the right thing, we accept and offer challenge</li><li>• We are curious to innovate and improve</li><li>• We are compassionate, understanding and respectful to all</li><li>• We are strong together by sharing knowledge</li><li>• We are all responsible for the difference we make</li></ul> |
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