

<b>Directorate:</b>	<b>Adult Social Care and Health</b>
<b>Unit/Section:</b>	<b>Older People and Physical Disability</b>
<b>Grade:</b>	<b>KR 11</b>
<b>Responsible to:</b>	<b>Team Manager – Social Work</b>

**Purpose of the Job:**

Provide supervision, direction and guidance to registered and unregistered staff within the Social Work function in OPPD. Provide professional expertise, skills and advice to enable the provision of an effective, high quality social work service that meets existing and new KCC and multi-agency policies, procedures and practices.

Lead and oversee social work activity for the team, providing oversight, guidance and advice on all social work activity within the team. Manage the progression of social work cases, including a significant proportion of highly complex cases which require a high level of specialist expertise through to timely intervention, resolution, case closure or transfer. Ensure that a strengths 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.

**Main duties and responsibilities:**

1. Support the team to work within legislative and policy frameworks, ensuring that all social work interventions are based on a clear care and support plan. Advise staff on relevant legislative and policy frameworks within care and support planning and application of social work interventions.
2. Oversee proportionate and holistic assessments, ensuring the strengths, capabilities and support available from the person's wider network are maximised. Identify and advise on barriers to change and how needs impact on family members or others in a client's support network.
3. Lead and oversee the progression of complex and difficult social work cases within the parameters of the Directorate's agreed policies, procedures and framework for delivering Social Work in Adult Social Care and Health, including timely intervention, resolution and case closure or transfer.
4. Maintain clear and systematic oversight of social work cases within the team, promote social work best practice and disseminate policy or legislative updates. Provide professional advice, guidance and expertise e.g. via individual and group supervision, to staff in the team, other internal colleagues and professionals from partner agencies.
5. Oversee referrals to the team, application of the social work threshold criteria and prioritisation of work. Ensure staff co-ordinate social work interventions with other professionals to ensure continuity of care and support, delivered in a person-centred and timely manner.

6. Work closely with Promoting Independence, Supporting Independence and Safeguarding 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.
7. Promote social work 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. Support staff to develop their working knowledge of community capacity within neighbourhoods, families and local areas.
8. Ensure all staff adhere to policies, procedures and capability frameworks for Safeguarding, Mental Capacity Assessment and Best Interest requirements in assessing the needs of clients and care and support planning.
9. Oversee application of social work values and ethics with staff working with clients and families to make the most of their emotional and practical assets as well as accessing the care and support they need. Provide professional advice and guidance to the team and other workers where required. Challenge systems and decisions that are oppressive or discriminatory and promote a person's human rights as enshrined in law.
10. 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 and social work practice to meet service requirements, ensuring staff adhere to policies, procedures and capability frameworks.
11. Research, demonstrate, apply and advise on the relevant theories and methods of social work practice to complex situations, to help support people to achieve identified outcomes. Use and advise on evidence and value based practice to inform complex analysis, recommendations and decisions needed to support, empower and protect clients. Demonstrate understanding of the dynamics between theory, research, evidence and expertise in the application of professional judgement in decision making and advise other workers on this.
12. 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. 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.

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 – Social Work

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 in Social Work</li> <li>• Up to date registration with appropriate professional body</li> <li>• Competent to work at the Advanced Practitioner level of the Professional Capabilities Framework for Social Work.</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> </ul>

	<ul style="list-style-type: none"> <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>• Good understanding of adult social work practice, policies, procedures and protocols.</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>• 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>• 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>
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