# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# Job Title: Senior Practitioner – Social Work

# Department: Adult Social Care and Health

# Grade: [Single Status 13](https://www.eastsussex.gov.uk/jobs/working-here/pay/east-sussex-single-status)

# Responsible to: Practice Manager / Operations Manager

# Responsible for:

# Purpose of the Role:

Undertake the full range of social work responsibilities relevant to the particular work context and to provide a level of seniority and responsibility for complex work, specialist input. Supervision of staff: Social Workers, Resource Officers, Assessors, students, trainees and other members of the team individually or in groups as delegated by the Practice Manager.

# Key tasks:

1. Responsible for an allocated workload where a high level of professional competence is required, including assessment of complex needs and risks, support planning, commissioning care and support and review.
2. Work closely with partner and other agencies and resources within the community to develop local links to ensure an integrated approach to people requiring support.
3. Identify and appropriately report children and adult safeguarding concerns, liaising with key agencies to gather information.
4. Work with a range of legal interventions and departmental policies and procedures to support outcome-based planning for adults and their carers/families.
5. Maintain a high standard of report writing and give evidence in court in relation to private and public proceedings as required.
6. Undertake a lead role in the team to implement agreed local and national service developments, using good evidenced based practice based on current research.
7. Assist the practice manager in the preparation of social work development reviews and identification of staff training needs and in providing induction programmes for new staff.
8. Provide casework supervision and consultancy for social workers, other staff and students as required by the Practice Manager, and to contribute by means of co-work, group supervision etc.
9. Take responsibility for caseload management, and provide the necessary supervision, monitoring, review and feedback as required by the Practice Manager/Operations Manager.
10. Take responsibility for the supervision of Investigating Officers; auditing and monitoring of Safeguarding Investigations as appropriate. To act as Safeguarding Investigating Manager as delegated by Practice Manager/Operations Manager. To assess and monitor practitioners’ competencies to act as Investigating Officers.
11. Undertake a lead role in the team to ensuring an efficient response to referrals for the Department’s services; coordinating assessments, risk assessments, case planning and review processes.
12. Keep the Practice Manager informed of case planning processes and maintain responsibility for case management of supervisees’ cases in their absence, ensuring the Practice Manager has sufficient information related to specific cases to enable them to carry out responsibilities within the scheme of delegated authority.

# PERSON SPECIFICATION

# Essential education and qualifications

* Social work qualifications and registered with the professional regulatory body
* Level 1 Practice Educator Professional Standards (Enabling Learning) or equivalent or willingness to undertake

# Essential key skills, abilities, knowledge, experience, values and behaviours

* Supervision skills demonstrated through the supervision of social workers or students including the assessment of competencies
* Engage effectively using creativity, compassion and authority to overcome resistance, build relationships and communicate with adults, families and carers while maintaining professional boundaries in complex, high risk, variable and emotionally challenging situations, to facilitate access to opportunities that may enhance their economic wellbeing
* Ability to communicate with adults where there is complexity, including domestic violence, substance misuse, mental health or sexual harm
* Able to manage workload independently, applying critical reflection and analysis to maintain, develop and apply a range of effective judgements, and assessments, utilising a wide range of evidence and hypotheses to inform decision making, assessment and timely intervention to progress complex cases and safeguarding interventions
* Demonstrate confident and critical application of professional ethical principles to decision making and practice
* Able to demonstrate accountability and effective judgement when anticipating, identifying, assessing and managing risk, seeking support and solutions where appropriate
* Able to anticipate, assess, manage and address risk and respond to situations where there is hostility and risk, using knowledge of risk assessment models
* Undertake assessment, planning and intervention for safeguarding in more complex cases and support others to develop safeguarding skills
* Ability to promote, develop and establish effective, collaborative partnerships and networks to promote appropriate information sharing, and utilise the experience of external agency professionals, service users and carers
* Model and help others to maintain professional and personal boundaries and skilled use of self
* Able to promote and provide guidance and challenge on positive approaches to diversity in the organisation, the principles of social justice, social inclusion and equality decision making
* Ability to converse at ease with customer and provide advice in accurate spoken English
* Safeguarding Adults at Risk
* Care Programme Approach and Self Directed Support
* Able to demonstrate competence against the 9 domains of the Professional Capability Framework at senior social work level
* Demonstrate knowledge of appropriate legal and policy frameworks, case law and the application to social work practice. Seek appropriate legal advice and apply legal reasoning, using professional expertise
* Demonstrate and apply to practice a working knowledge of human growth and development throughout the life span recognising the impact of relationships, psychological, socio-economic, environmental and physiological factors on people’s lives, taking into account age and development, and how this informs practice
* Recognise how systemic approaches can be used to understand the person in the environment and inform practice
* Understand how the principles of relationship based approach apply to practice
* Understand different forms of harm and their impact on people, and the implications for practice, drawing on concepts of attachment, loss, strength, vulnerability, risk and resistance
* Demonstrate a critical knowledge of the range of theories and models of intervention for individuals, families, children, groups and communities
* Awareness of changing contexts at local, national and organisational level and the implications for practice
* Working with the Care Programme Approach
* Experience of front-line services including needs assessment of the guidelines for Safeguarding Adults at Risk
* Experience of working directly with adults in a statutory setting, using a partnership approach
* Experience of completing complex assessments upon which effective plans are based, leading to positive outcomes for adults
* Able to make use of research to inform practice
* Promote, articulate and support a positive social work identity, promoting strategies for collaboration and a supportive team culture
* Anticipate and begin to contribute to change management in the social work context
* Demonstrate personal and professional resilience showing confidence about your role in the team, work positively with others and contribute to team working by developing a learning environment for self, teams and colleagues
* Able to demonstrate awareness of own professional limitations, personal values and knowledge gaps, to critically reflect on the influence and impact on professional practice and engage in regular supervision to improve practice and career development

# Desirable key skills, abilities, knowledge, experience, values and behaviours

* Level 2 Practice Educator Professional Standards (Supervision of professional learning) or equivalent.
* Demonstrate a critical understanding of social welfare policy
* Demonstrate understanding of politico-economic environment and its influence on statutory social work delivery
* Demonstrate a critical understanding of research methods
* Experience of working with a variety of legal interventions
* Experience of promoting and modelling a culture of reflective practice
* Experience of contributing to the learning of student social workers
* Able to promote and model innovative practice

**Document version control:**

Date created/amended: October 2022

Name of person created/amended document:

Job Evaluation Reference: 12604

Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

| **Function** | **Applicable to role**  |
| --- | --- |
| Using display screen equipment  | Yes |
| Working with children/vulnerable adults | Yes |
| Moving & handling operations | No |
| Occupational Driving | Yes |
| Lone Working | Yes |
| Working at height | No |
| Shift / night work | No |
| Working with hazardous substances | No |
| Using power tools | No |
| Exposure to noise and /or vibration | No |
| Food handling | No |
| Exposure to blood /body fluids | No |