

Lead Practitioner Job Description and Person Specification

JOB DESCRIPTION

Job Title:	Lead Practitioner
Reports to:	Partners in Change Manager
Department:	Families, Children & Learning
Section:	Safeguarding & Care
Date written:	December 2018

Purpose of the Job

To lead practice improvement across the service to create change for families

Principal Accountabilities

1. Provide co-working, mentoring and consultation to social workers, particularly in relation to a specialist area of knowledge.
2. To promote and provide critical reflection in a range of settings, including facilitating Reflective Practice Groups for social workers and other practitioners, to embed reflective practice across systems and support alternative approaches to families.
3. Develop and maintain up to date expertise in a specialist area, to be able to support the learning of other practitioners in this area and to demonstrate this consistently at a level recognised in the court setting.
4. Keeping up to date to ensure that specialist knowledge includes key new developments in this practice area through ongoing research and using this to support the development of others.
5. Contribute to development of effective strategies, policies and service plans including writing guidance and creating practice tools
6. Building cross-service partnerships to develop best practice and shared plans
7. Work directly to support social workers in completing relationship-based practice with families, including modelling good practice and observing practice, and where directed act as a representative of the Local Authority in court proceedings, statutory panels and with partner agencies.
8. To source, develop and deliver training programmes for social work staff.
9. To identify gaps in service delivery and areas of challenge in practice and to address these areas.
10. To promote reflective supervision, including group supervision, across the system and to support relationship-based management to provide containment and drive practice improvement .

General Accountabilities

Ensure that all operations are conducted in accordance with the council's Health & Safety policy and all relevant legislation

Be prepared to implement the Council's Equalities Policy at all levels appropriate to the job and carry out his/her duties with due regard to the Council's Equalities Policy at all times.

Your duties will be as set out in the above job description but please note that the Council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job.

You will be consulted about any proposed changes.

The list of duties in the job description should not be regarded as exclusive or exhaustive.

There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

PERSON SPECIFICATION

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Essential Criteria

Job Related Education, Qualifications and Knowledge	<ul style="list-style-type: none">• Must hold PGDip Social Work Practice or equivalent professional qualification• Registered as a Social Worker or other professional with the Health & Care Professions Council (HCPC)• Working towards MA or MSc Social Work Practice with Leadership & Management pathway and/or meeting Stage 2 Practice Educator standards• Detailed working knowledge of relevant legislation and practice
Experience	<ul style="list-style-type: none">• Substantial post qualification experience• Experience of undertaking supervisory responsibilities for other staff
Skills and Abilities	<ul style="list-style-type: none">• Good communication and interpersonal skills• Ability to take a positive lead role in developing and changing services• Ability to undertake professional supervision of social workers and understanding of how to manage performance.• Ability to manage resources including staff and budgets• Ability to manage tasks, plan and prioritise within resource constraints• Ability to work in partnership with users, carers and other agencies• Ability to use information to take critical decisions and manage risk• Able to demonstrate competency against the Professional Social Work Capabilities Framework at the advanced level
Equalities	<ul style="list-style-type: none">• To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council's Equalities Policy.
Other Requirements	