

# Job Profile

Position Details	
Post	Consultant Advanced Practitioner
Service Area	Safeguarding and Quality Assurance/Children's Service
Reports to	Head of Service
Grade	PO6
Job Family	Children's Services

Role Purpose
<ul style="list-style-type: none"><li>• The post holder will provide the highest level of professional support to newly qualified social workers (NQSW) and those in their second year of practice to act as an enabler by supporting the development of best practice in relation to assessment, planning and reviewing processes, including risk assessment and legal proceedings. Acting as the lead role improving the quality of professional social work practice across the service.</li><li>• Develop and refresh practice, policies and procedures that will underpin the development and delivery of the ASYE programme and post qualification support.</li><li>• Provides advice, support and training to managers, supervisors and practice educators ensuring a robust culture of learning and development.</li><li>• Undertakes reports and observations of practice that contribute to the Assessment and Supported Year in Employment Programme (ASYE).</li><li>• Provide support and preparation as necessary to social workers, supervisors and managers subject to the Approved Child and Family Practitioner testing. (ACFP)</li><li>• To work closely with the Principal Child and Family Social Worker to influence change and support the delivery of a robust assessment and support service</li></ul>

Main Responsibilities
<ul style="list-style-type: none"><li>• To provide a needs-led, professional social work service to children, young people and their families, complying with legislative requirements and in accordance with established best practice by developing the skills to ASYE and their managers.</li><li>• To maintain a personal awareness of legislation, national and regional developments and key drives that shape and influence contemporary social work practice.</li><li>• To implement and facilitate peer learning across the service.</li><li>• To promote and support individual performance and progression relation to individual's career and team development.</li></ul>

- To prepare and present clear concise reports and records.
- To design and create with managers and Organisational Development Officers in developing and implementing induction programmes for newly qualified or recently qualified staff.
- To attend and represent the Local Authority in regional and national meetings and events, sharing learning and development.
- To work closely with colleagues to design and deliver training and workshop sessions as needed for staff within their first 24 months of practice to ensure they are consolidating practice and prepare for assessments of practice.
- To undertake supervision of newly and recently qualified staff in taking case decisions, ensuring practice is linked to underpinning theory and clear evidence base.
- When necessary act as Practice Educator for students on placement.
- To undertake discrete pieces of work as requested by the Principal Child and Family Social Worker.
- To share responsibility with the Social Work Education Manager for specified budgets in respect of the externally funded Programmes, ensuring spend is monitored and reviewed regularly to ensure close financial management of resources against spend.
- Any other duties appropriate to the post.

#### Generic Responsibilities

1. Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements.
2. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.
3. Knowledge and experience of using IT.
4. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
Approved social work qualification	E
Registration with Social Work England	E
To hold or currently working towards Stage 2 Practice Educator Awards	E
Demonstrate current knowledge of professional social work practices	E
Knowledge of theories relating to social work, development, supervision and management of change and their application	E
Demonstrates and understanding of disadvantage and social deprivation	E
Extensive post qualification experience	E
Demonstrates experience and understanding of key legislation and social work reforms related to children's social work	E
Understanding of current national and regional initiatives relating to social care with appreciation for the implications for social work practice	E
Experience of mentoring or supervision students/colleagues	E
Experience of designing and delivering training to peers and professional colleagues	E
Experience of direct work with children and families and all aspects of the social work role	E
Experience of financial management	E
An ability to intervene effectively within situations of increasing complexity and challenge	E
Ability to chair and co-ordinate meetings effectively	E
Ability to maintain records and complete observations of practice and reports within timescales	E

Ability to build, maintain and use networks effectively to manage relationships with Universities, external bodies other Local Authorities and non-statutory sector providers.	E
Resilience and ability to work under pressure	E
Ability to clearly and concisely communicate and influence effectively	E
Ability to develop and maintain positive working relationships with peers, practitioners and managers	E
Ability to design training and development workshops which are evidence based and constructed on contemporary themes	E
Able to communicate effectively across a range of contexts including the ability to create and deliver concise, engaged and accurate information to a range of audiences, adapting style and content to the needs of the audience and checking understanding.	E
Able to anticipate and review situations in depth to identify critical issues and action upon them.	E
Able to work flexibly with local and wider teams and in partnership with other professional agencies to achieve overall outcomes for newly qualified and recently qualified staff.	E
Proficient in the use of Microsoft Office Packages ie, Word, Powerpoint, Excel	E
Demonstrative resilience to challenge in a complex highly pressurised environment with skills that has been tested and an ability to maintain composure under pressure should be demonstrated	E
A strong enable which creates the conditions for people to grow and develop within themselves	E
Shows respect for diversity and values individual differences	E
Treats all people fairly and appropriately regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position	E

A commitment to the raising of standard practice and training within Children's Social Care	E
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Main Contacts & Other Information
<p><u>Main Contacts:</u></p> <ol style="list-style-type: none"> <li>1. Service Manager, Business Manager and service colleagues</li> <li>2. Social Workers and Managers across CYPS</li> <li>3. Other professionals within the CYPS and other Council departments eg: Legal Services</li> <li>4. External multi-agency / disciplinary partners eg: Health, Education and Police</li> <li>5. Other Local Authority staff</li> <li>6. Voluntary and Third Sector Organisations</li> <li>7. CAFCASS</li> <li>8. LSCB</li> </ol> <p><u>Other Information:</u></p> <p>This position requires the postholder to undergo a DBS (Disclosure and Barring Service) check.</p>