



Role Profile

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| Reference Number | IFS023 |
| Role Title | IFS Senior Practitioner |
| Directorate | Children's Services |
| Department | Inclusion and Family Services |
| Reports to | IFS Team Manager |

Role Purpose

To lead on the day-to-day management of case work and implementation of legal frameworks to ensure improvements in outcomes for children, young people and families. This role provides professional supervision to a team of support workers and practitioners, working under the general guidance of the Team Manager and deputising when necessary.

Accountabilities

- Supervise and support a team of practitioners and support staff, to ensure they are enabled to deliver high quality work to support families and young people. This includes case work supervision, and providing professional support and advice.
- Manage a caseload of complex cases as a lead professional and practitioner, undertaking assessments to identify needs and assess risk, in accordance with the relevant assessment procedures and frameworks.
- Create high quality intervention plans to deliver positive outcomes for service users.
- Operate an effective case management and management information system to identify children, young people and families who require additional support, ensuring cases are allocated and managed effectively, and comply with the legal framework.
- Establish and maintain effective relationships with a range of stakeholders and partner agencies, to support partnership working to achieve collective objectives.
- Provide information, support, advice and training to internal and external partners to ensure knowledge and skills are regularly updated in relation to current best practice, regulations and procedures affecting the service.
- Collate and analyse relevant data, monitoring and helping the Team Manager to report on performance and outcomes against set performance indicators, to inform service evaluation and improvement.
- Identify and recommend improvements to service provision and practices, to ensure that the service is high quality and effective at meeting the needs of young people and families in the community.
- Contribute to and support the Team Manager in the creation and implementation of policies, procedures, and standards for service delivery to ensure that the council's statutory obligations are fulfilled.
- Ensure that appropriate records are maintained so that information is accessible and auditable.
- Co-ordinate facilities and premises, and undertake administrative work including monitoring budgets, to ensure the safe and smooth-running of the service.

Knowledge / Skills / Experience required

- Degree in relevant field or equivalent experience.
- Substantial experience of delivering case work in relevant professional area.
- Experience of undertaking assessments and providing guidance and support.
- Experience of working in multi-agency settings and co-ordinating with other professions with regards to cases.
- Experience of supervising a team and providing professional guidance.
- Knowledge of the relevant legislation, frameworks, policies, and procedures relating to service area.
- Knowledge of theory, principles, and best practice approaches relevant to professional area.
- Advanced knowledge of safeguarding and child protection policies and procedures.
- Ability to manage and develop a team to deliver collaborative services.
- Ability to co-ordinate case work across a team.
- Ability to analyse and interpret data.
- Ability to engage and communication with a wide range of stakeholders.
- Ability to build professional relationships with service users and stakeholders.

Dimensions of role

- This role has supervisory/management responsibility for a team of Support Workers or practitioners.
- This role does not manage any direct budgets but will support with expenditure control of delegated service budgets.
- The role holder will work independently and as part of a team within BCP, planning and prioritising their work with due regard to the broader requirements of the team, in addition to managing the work of others.

Notes

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| Date: | 01/02/2021 |
| Working Conditions: | <ul style="list-style-type: none"> • As a mobile worker visiting service users, a working day will include some walking and standing, but with the ability to vary and control this. • Work entails home visits, where there is potential exposure to unpleasant environments, such as smoke, dirt, unpleasant smells, and hazardous substances. There is limited ability to control this exposure. • In working with vulnerable members of the community, the role will need to maintain composure and concentration in spite of sometimes challenging circumstances and behaviour. • The role holder will be exposed to upsetting cases and sometimes witness distressing or traumatic circumstances as part of the job, though this may be witnessed more indirectly and be less severe cases/circumstances than those experienced by qualified Social Workers. • The role holder may have to deal with confrontation, conflict, hostility and challenging behaviour from service users and their families. |
| Working Arrangements: | <ul style="list-style-type: none"> • No specified working arrangements outside of a normal working pattern. |