

Technical Specialist (Tier 4).

T4050 Children and Families Technical Specialist, Lead Practitioner

Directorate:	People
Accountable to:	Academy Team Leader
Accountable for:	Contributory responsibility of £1.2m
Politically restricted post	Not applicable

Job Title:	Children & Families Technical Specialist, Lead Practitioner
Grade:	Grade O

Context

You will play an active role as part working with Delivery Leads or Lead Commissioners to deliver our organisational outcomes.

As the technical specialist you will provide a high level of expertise in your professional discipline. You will design and shape solutions to achieve the service and workforce delivery plans or commissioning intentions.

You will develop and maintain good working relationships with our range of key stakeholders including statutory partners, service providers, voluntary sector and customers.

Specific role assignment

Subject Area responsibilities	<p>Provide specialist and technical knowledge within our new Children & Families Service Workforce Academy. To work with operational managers and practitioners to map, design and deliver our workforce and learning and development strategy plans across the service.</p> <p>In Warwickshire we believe we are stronger and richer in our practice through multi-disciplinary working. The academy will need to ensure it meets the needs of social workers, managers, youth workers, family support workers, youth justice practitioners and other disciplines within the service.</p> <p>The postholder will support the Principal Social Worker and our Practice Improvement team by leading and supporting the development of excellent practice across the Children and Families Workforce, in line with relevant professional standards and capability frameworks.</p>
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	<p>The role will include designing and delivering training and learning activities. Creating an environment where learning and reflection is harnessed at every opportunity. This will include the enabling of new ways of working to support our ambitious investment and change programme.</p> <p>The role will include working with other colleagues across the academy and with managers at all levels to solve specific learning needs, usually in groups. This will also include assessing the skills and knowledge of individuals. Working with Team Managers and Operational Leads to identify learning needs and prioritise staff for learning and continued professional development opportunities.</p> <p>We are a high performing organisation and it is vital we demonstrate the impact and quality of learning and how this impacts on practice with children and families. Delivery and evaluation of learning is vital. This includes ensuring we build sustained change and evidence return on investment. The role will include contributing to finding creative and sustainable ways to manage our learning and development budget.</p> <p>Warwickshire's Practice Model is Restorative Practice. We believe in starting with strengths but also ensuring we build a high challenge and high support environment. Workforce Leads will act as role models and promote and embed the culture, vision and values of the service and organisation.</p> <p>Excellent communication skills are vital. To take complex ideas and theories interpreting these in a simple and understandable. Being able to support practitioners to apply learning in practice with children, young people, parents, carers and communities.</p> <p>The role will include building relationships across the service and with external key stakeholders. Utilising opportunities to build a positive reputation of the academy.</p> <p>The postholder will implement, review and update on a regular basis the Warwickshire Children & Families Career pathways for all practitioners. They will also contribute to the Warwickshire Children & Families Staff Wellbeing Offer. Supporting practitioners to manage their wellbeing and build resilience.</p> <p>Contribute to recruiting, retaining and maintaining a high performing and innovative Children and Families Service Workforce.</p>
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	<p>The post holder will seek and listen to feedback. Co-ordinating, analysing and respond to feedback from learning and development events. Implementing improvements to learning events and training courses.</p>
<p>Statutory responsibilities (if applicable)</p>	<p>Monitoring and auditing the quality of service provided by the team and ensuring any corrective measures are taken to meet the objectives set for the team.</p> <p>Maintain a knowledge and expertise of the work of the Directorate to contribute to the development of services and the development of best practice systems and protocols which support the delivery of a quality service and reflect any changes required. This will include contributing to case file and thematic review to utilise learning opportunities and improve practice.</p> <p>To deputise for the Team Leader or Operations Manager in their absence.</p>
<p>Specific experience</p>	<p>The postholder will have extensive and proven expert knowledge and experience of working with Children & Families.</p> <p>The postholder will have a proven experience in designing and delivering learning and practice teaching.</p> <p>Demonstrable experience of leading improvement and challenge the quality of practice in Children & Families Services. Including planning, implementing and evaluating workforce development strategies and action plans.</p> <p>The ability to teach, assess and manage professional learners in practice.</p> <p>Knowledge of budgetary and financial systems.</p> <p>Ability to source and research information and data using formal and informal channels.</p> <p>Ability to link knowledge and research into practice.</p> <p>Strong team working skills and a collaborative approach to learning that is engaging and inspiring.</p>

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Specific qualifications/and registration	Qualification in a profession represented in the children and families workforce, eg Social work, Youth Work, Systemic Family therapy. Practice Education or Teaching qualification desirable
FTE responsibility (line management)	Not applicable
Key stakeholder relationships	Practitioners, team managers, operational managers and senior managers across Children & Families. Strong partnership with Learning & Development, Universities, West Midlands Teaching Partnership and training providers. Partnerships with other agencies where applicable to ensure joined up and integrated approach with health, education, police, probation and third sector amongst others.

Generic capabilities of the role

Generic Capability	Descriptor
Strategic thinking & planning	<ul style="list-style-type: none"> • Identification and design of solutions to meet business requirements for the service(s) • Contribute to short term (1 year) strategies and plans to meet demand for the service(s) • Use of insight, best practice and research to achieve service outcomes

- Contribute to the commissioning intentions, key business measures and plans based on demand for the short term
- Contribute to the 1 year delivery plan in conjunction with the delivery teams
- Contribute to the development of policies
- Ensure that insight, best practices, market research and trends are considered in the commissioning intentions.
- Create, identify and respond to opportunities to support the delivery of organisational outcomes.
- Encourage the development of new solutions to meet future organisational needs.
- Understand, articulate and implement best practices related to area of expertise

Generic Capability	Descriptor
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Innovation & change	<ul style="list-style-type: none">• Focus on new ideas, improvement and innovation• Problem solver
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- Undertake periodic review(s) of technical specialism to maintain market awareness, identify areas of improvement, emerging thinking, legislative / regulatory changes
- Support the development of options appraisals to assess the most suitable means of achieving service outcomes.
- Solve complex technical problems effectively and quickly, via insightful diagnosis
- Shape long term solutions to meet service requirements
- Act as an agent and leader of change
- Demonstrate active engagement in improving organisational performance
- Provide expert advice to those engaged in activities where the technical specialism is applicable

Generic Capability	Descriptor
Influence & relationship management	<ul style="list-style-type: none">• Relationship development and management• Influence and shapes the market• Thought leader• Collaborative working

- Develop and maintain professional networks
- Support the development of key partnerships
- Increase the expertise of others to apply specialist knowledge leading to increased organisational capability.
- Support the shaping and influencing of the market
- Support any required consultation activities

Generic Capability	Descriptor
Finance & commercial	<ul style="list-style-type: none">• Effective budget setting and monitoring• Contract negotiation and commercial partnership management• Quality monitoring and measurement• Oversight of contract set up, establishment and ongoing monitoring

- Manage budgets in line with commissioning outcomes, including commercial and trading targets

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- Take action where the performance of providers is unsatisfactory
- Ensure compliance to the specific statutory, compliance, contract, practice and performance frameworks
- Support the Delivery Manager in contract set up, establishment and management
- Manage the decommissioning of contracts where applicable

WCC values and behaviours

The post holder must be able to demonstrate that they role model the WCC values and behaviours.

Our Values – The Warwickshire DNA



Our Behaviours

