

Job Description

Role Details

Job Title:	Principal Practitioner	JEID	CSW04B
Salary Grade:	N (£37,849-£39,782)		
Team:	Service Development and Assurance (Adults)		
Service Area:	Adult Social Care		
Primary Location:	Saltisford Office Park		
Political Restriction	This position is not politically restricted.		
Responsible to:	Service Manager – Service Development and Assurance (Adults)		
Responsible for:	Development of quality social care practice		

Role Purpose

To support the Adult Principal Social Worker, promoting and leading high quality social care practice for across Warwickshire.

To take a lead in ensuring that learning from practice is identified and disseminated across the service including into the delivery of training and the development of procedures.

To take a lead in undertaking a range of audit activities to improve the quality of social care practice.

To lead culture change and embed a strengths based approach into Adult Social Care practice.

Role Responsibilities

Act as a professional expert, practice lead and mentor, supporting the development and improvement of strength based practice, providing case consultation, assisting with training and workforce planning, providing advice and guidance on complex casework and promoting a culture of continuous learning.

Take lead responsibility for areas of Social Work and/or Occupational Therapy professional qualification and ongoing training and development.

Lead on the Social Work Degree Apprenticeships (SWDA), Assessed and Supported Year in Employment (ASYE) for social workers and Occupational Therapy Apprenticeships.

To support continuous professional development, providing reflective individual and group supervision.

Take responsibility for supporting the implementation of improvements in the quality, standards and practice in Adult Social Care. The Principal Practitioner works closely with the Principal Social Worker to improve practice standards and deliver the objectives within the Service Business Plan.

Take responsibility for researching and disseminating best practice, assisting in learning and development, and supporting the induction of new staff into the service.

Ensure that social care staff are supported to provide the highest standard of professional practice within the requirements of the Social Work England (SWE), Health and Care Professional Council (HCPC), Care Quality Commission and the Department of Health and Social Care guidance and procedures.

Develop high quality social care methodologies which are supported by evidence-based research, and the requirement of legislation, policies and guidance and promote innovation and new ways of working from recognised sites of excellence.

Develop and implement peer mentoring, peer supervision and consultation for social care staff within their team and where appropriate across the county.

Promote and embed effective models and practice in the supervision and appraisal of staff. Provide reflective group, and reflective individual (as required) supervision to enhance the effectiveness of practice and outcomes for service users. Provide joint supervision where this would lead to practice improvements.

Support social care staff to develop strengths based practice with adults with care and support needs to prevent, delay or reduce the need for care and support.

Provide expert social work or occupational therapy and social care consultancy to staff within their team and across the county where necessary in dealing with high risk and complex cases to improve service delivery and outcomes for customers and carers.

Secure timely and effective intervention in complex cases by supporting the resolution of factors that inhibit adults with care and support needs and carers from accessing the services that will impact effectively on their lives.

Develop and lead the quality of practice to enable high standards of professional practice, based on systems intervention, leading peer review and case discussions. Providing consultation on complex work, co-working observations of practice, conducting rigorous case file audit and thematic audits.

Manage and support individual and thematic case file audits to develop high quality social care practice and to ensure the lived experiences of adults with care and support needs and carers are understood and reflected in the practice being delivered.

Develop and facilitate high quality inter-professional practice with other professional disciplines and intervene where partner organisations are failing in their responsibilities.

Identify areas of good practice and resilience and advise practice leads of areas of concerns.

Intervene in areas of poor practice and/or performance to secure a lasting improvement in service and individual performance.

Contribute to the preparation for inspection, peer reviews and other forms of enquiry.

Take responsibility for own professional development in line with SWE, HCPC or NMC requirements and to undertake significant training and supervised practice in systems methodologies. Identify learning and development needs through supervision and appraisal within the expectations of the WCC social work or occupational therapy career pathways.

Respond flexibly to service needs assisting in county-wide priorities where necessary.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

Social Work, Occupational Therapy or Nursing Qualification and current registration with Social Work England, Health and Care Professions Council or Nursing and Midwifery Council.	D
Ability to teach and promote the learning of others	D, I
Experience as an advanced/level 3 Practitioner	D
The ability to interpret and critically analyse varied and complex information or situations with a proposed solution or a plan of action based on high quality professional practice.	A,I,P
Experience of providing quality advanced practice, advanced knowledge of evidence based practices, ability to communicate with and develop the professional practice of other social care practitioners.	A,I,P
The ability to utilise a range of communication skills to engage and work with adults with care and support needs and carers including those who may present with the most complex and challenging of needs in order to meet desired outcomes.	A,I,P
The ability to develop the capacity of others to complete assessments, care plans and direct work with adults with care and support needs and carers.	A,I,P

The ability to represent the local authority with authority and credibility in a range of settings.	A,I
Understands and keeps abreast through continual professional development, of the complex climate in which Adult Social Care operates and changes in professional practice.	A,I,P
Experience of completing assessments to a high standard such as Care Act, Risk Assessments, Mental Capacity Assessments.	A,I
The ability to act autonomously within agreed levels of accountability, consulting with line managers when responding to significant circumstances or situations e.g. policy, budgetary and resource implications.	A,I
The ability to work under significant pressure to meet deadlines on a frequent basis which may be unpredictable whilst managing competing demands.	A,I
The ability and resilience to manage (and to support others to manage) the intense emotional demands that arise from working with adults with care and support needs and carers.	A,I
The ability to work professionally and flexibly within teams, the wider organisation and partnerships.	A,I,P
Non-disabled applicants must be able to drive, have a full, valid driving licence and have a vehicle available for work. Disabled applicants must be able to travel in order to perform the functions of their role (with assistance where necessary).	A
To be computer literate and operate a range of information technology systems in order to meet service need in relation to the social care role.	A
Ability to communicate fluently, in writing and verbally, with a wide and varied range of people in a manner that inspires confidence in the social care professions.	A, I
Evidence of ongoing commitment to continuous professional development of self and others as per SWE, HCPC or NMC not only meeting the minimum requirements but showing commitment to high levels of development.	A, I

Desirable Criteria

Assessed By:

Demonstrate the ability to add value to the organisation around specialist skills and innovation	A,I
Hold qualifications and/or have experience of providing evidence based interventions	D,A,I

We are committed to Safeguarding and promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding. Therefore, as this role requires working with Children or Vulnerable Adults a Disclosure and Barring (DBS) check will be required as part of the pre-employment checking process, and rechecking will be required as and when determined by the relevant policy.

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input checked="" type="checkbox"/> Face-to-face contact with members of the public	<input checked="" type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input checked="" type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
	<input checked="" type="checkbox"/> Working with challenging behaviours