

T4050 Children and Families Technical Specialist, Lead Practitioner

Directorate:	People
Accountable to:	Operational Team Leader Practice & Learning Hub Assurance & Development
Accountable for:	Contributory responsibility of £1.2m
Politically restricted post	Not applicable

Job Title:	Practice & Learning Hub Lead Practitioner
Grade:	Grade O

Context

The Lead Practitioner will help to ensure the Practice & Learning Hub meets the practice, learning and development needs of all social workers, family support workers, youth workers and other children and families professionals so that every member of the workforce is supported to grow as individuals and develop the skills and confidence to deliver best practice.

You will play an active role 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

<p>Subject Area responsibilities</p>	<p>Provide specialist and technical knowledge within our new Children & Families Practice & Learning Hub, located in our wider Assurance and Development Team. 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 work restoratively through a solution focussed and trauma informed lens. The postholder will support the Principal Social Worker and our wider Assurance and Development team by leading and supporting regular training linked to our Organisational values, to Social Work England’s Professional Capability Framework and Knowledge and Skills Statements and our local progression pathways.</p> <p>The role will involve working with Team Managers and Operational Leads to identify team and Whole Service practice and learning needs and to prioritise staff for support and continued professional development opportunities. This will also include assessing the skills and knowledge of individuals. You will contribute to the assessment of NQSW (Newly Qualified Social Workers) and co-lead and co-facilitate support sessions for social workers and other practitioners in a range of learning and practice development opportunities.</p> <p>It will include designing and delivering training in a range of creative formats to meet practice and learning needs. The role will include working with other colleagues both from within the Practice & Learning Hub, with colleagues from across the Children & Families Organisation and with external partners to solve specific learning needs, usually in collaborative groups.</p> <p>Lead Practitioners need to know how to create a safe and restorative environment where learning, support, challenge and reflection is harnessed at every opportunity to focus on improving outcomes for children and families. This will include the use of innovative ways of working which enable the learning and practice development of a diverse workforce with its own inclusion needs.</p> <p>We are a high performing organisation, and it is vital we demonstrate the impact and quality of learning and how this directly impacts practice and improves outcomes for children and families. Delivery and evaluation of learning is vital. This includes ensuring we build sustained change and evidence return on investment. We need to welcome feedback from a range of voices including, frontline practitioners, managers, partner services and from the children and families we support. The role will include contributing to finding creative and sustainable ways to manage our learning and development budget and ensuring practice and learning is consistently embedded across the whole Service.</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. The Practice &</p>
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Learning Lead Practitioners will act as a role model promoting and embedding the restorative culture, vision and values of the service and organisation. People are our greatest asset, and we believe we are stronger and richer in our practice through multi-disciplinary, collaborative working based on empathy, trust, and mutual respect. When individuals commit to this way of being with one another we harness the potential to create a more equitable work environment where people are better connected, more engaged and more productive.

Practice and Learning is a key way to create a more integrated, skilled and confident children's workforce and find common language and common purpose - key objectives of the Children Act 2004. All training should be based on analysis of local need, current research and best practice and fit the context of Warwickshire as a diverse county.

Excellent communication skills are vital, to take complex ideas and theories and interpret these in a simple and understandable way that colleagues can apply to their various roles and use to ensure improved outcomes for children, families and communities.

The role will include building relationships across the service and with external key stakeholders. Utilising opportunities to build upon the positive reputation of the Warwickshire Children and Families and the Practice & Learning Hub specifically.

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.

The Lead Practitioner will contribute to recruiting, retaining and maintaining a high performing and innovative Children and Families Service Workforce.

The post holder will seek and listen to feedback. Coordinating, analysing and respond to feedback from learning and development events. Implementing improvements to learning events and training courses.

<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. The postholder will have a professional qualification (social work, youth work, family support or other related discipline).</p> <p>The postholder will have a proven experience in designing and delivering learning and practice teaching.</p> <p>They will have demonstrable experience of leading improvement and when necessary to have challenged the quality of practice in Children & Families Services. This could include planning, implementing and evaluating workforce development strategies and action plans.</p> <p>They will have the ability to teach, assess, coach, mentor support and challenge 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>

Specific qualifications/and registration	Social Work Qualification and registration with Social Work England Practice Educator level 1 & level 2 is 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 and training providers. Partnership working 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
Innovation & change	<ul style="list-style-type: none"> • Focus on new ideas, improvement and innovation • Problem solver

- 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
- 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



High performing



Collaborative



Customer focused



Accountable



Trustworthy

Our Behaviours



do what we say



move with purpose and energy



focus on solutions



help people and communities to find their own solutions



build strong working relationships



be the best we can be