

Job Description

For Social Care Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Advanced Practitioner	JEID	CSW04B
Salary Grade:	Grade N		
Team:	Systemic Family Practice Team		
Service Area:	Children and Families		
Primary Location:	Countywide		
Political Restriction	This position is not politically restricted		
Responsible to:	Systemic Family Therapy Team Manager		
Responsible for:	Own Practice		

Role Purpose

The role is to deliver systemic informed practice within Warwickshire County Council Children's Services, by offering consultation and direct work with families under the clinical guidance and supervision of the Systemic Practice Team Manager.

The Advanced Practitioner will offer Systemic informed practice support to children and families who have an allocated social worker from Warwickshire County Council. They will offer practice that meets the quality standards of Systemic Family Therapy and ensures relevant professional standards are maintained in line with the requirements of regulatory bodies. The Advanced Practitioner will be part of a countywide team of Advanced Practitioners who are responsible for the delivery of systemic interventions under the supervision and guidance of a Systemic Family Therapy Team Manager.

The purpose of the systemic practice team is to support children and their families in maintaining healthy, supportive and safe relationships by the use of recognised, evidence-based and high quality systemic interventions. In collaboration with other professionals; social workers, managers and partner agencies; the systemic service will seek to ensure that the organisational response to families improves the relationships and opportunities for success.

The team will contribute to the safe management of family relationships which will in turn reduce the need for local authority care, escalation of services and will improve outcomes for children.

Role Responsibilities

The Advanced Practitioner will:

- Provide direct work interventions with children and their families using systemic family therapy informed methods to improve outcomes for children.
- Provide systemically informed consultations for professionals and groups; who may include social workers, family support workers and other professionals.
- Be responsible for providing support for families which mainly are comprised of the most challenging cases, wherein vulnerable children and their families have complex issues.
- To be responsible for ensuring that records of all interventions are maintained promptly and accurately for the oversight and management of the service in line with policy and procedures.
- To contribute to the monitoring and auditing of the service provided by the team by keeping accurate records and providing evidence for the performance of the team.
- To achieve and maintain training working towards a qualification in systemic family therapy.
- Using systemic techniques, contribute towards safe outcomes for children including the reduction in the need for local authority accommodation and a de-escalation in need.

Section B: Generic Role Profile

The generic role profile provides a list of the main tasks that cover the broad range of duties and responsibilities performed at this level for the job role. An employee may not be undertaking all of these at any one time, but they could be expected to do so under their contract of employment.

Generic Role Details

Job Role:	Advanced Practitioner (Advanced Practitioner Level 4)
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Main Tasks

- To provide an outcome focussed direct work service in line with the guidelines produced by the relevant bodies of the Association of Family Therapists, Health Care Professionals Council's (HCPC) Standards and other regulatory bodies.
- To work within legislative frameworks and the local authority's policies and procedures.
- To take responsibility for planning and actively participating in supervision in order to ensure that practice is underpinned by line manager accountability recognising the need for increase supervisions to manage highly complex cases.
- Manage a varied caseload to offer direct work support to vulnerable children and their families who meet the threshold for service including those who have complex and or challenging needs.
- To undertake, under the guidance of the Systemic Practice Team Manager, assessments, formulations and discuss options for delivering support with families and professionals.
- To maintain and facilitate professional working relationships with partner agencies and others for the delivery of services.
- Ensure that all recording of direct work activity is carried out in accordance with policy and procedures with due regard to data protection.
- To take responsibility for own professional development in line with professional standards and the requirements of the Local Authority
- Identify learning and development needs through supervision and appraisal.

- To complete 2 years of Post Graduate study including a requirement to complete some self-completed study in own time.
- To be able to respond flexibly to service need including working in another locality within the local authority.

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).

Assessed By:

Essential Criteria

<p>To hold a Degree or Equivalent qualification.</p> <p>If not a qualified and registered Social Worker; Highly experienced in a field of practice related to family support, relationship based practice or a field relevant or allied to Social Care.</p> <p>If a qualified and registered Social Worker hold a Professional SW Qualification and current registration as a social worker with Social Work England or relevant, comparable professional qualification.</p> <p>If a qualified Social Worker; completion of Assessed and Supported Year of Employment (ASYE), EPD Early Professional Development (EPD) programme, Enabling Others and Teaching and Assessing for Professional practice (TAPP) to underpin substantial experience or comparable relevant other experience and training in a related field.</p> <p>The ability to interpret and critically analyse varied and complex information or situations with the ability to formulate a proposed intervention plan in line with organisational priorities.</p> <p>To provide case consultations to colleagues within and external to the Children and Families Business unit that enable the process of considering and analysing risk management decisions and subsequent intervention planning and delivery, utilising the systemic framework of 'Safe Uncertainty' (Mason, 1993).</p> <p>Skills in developing creative solutions for working within the framework of relationship-based practice that also take account of the constraints of service pressures to deliver effective and efficient case planning and delivery.</p> <p>A commitment to working towards a professional qualification in Systemic Practice (up to Intermediate Level) and other relevant training requirements in line with the Restorative Practice Hub. Evidence of a willingness and ability to manage some self-directed study in own time alongside attendance at the course led training.</p>	<p>A/D</p>
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<p>Challenge preconceived ideas about risk management and becoming a change leader in the organisation, champion and advocate for relationship based assessment, practice and intervention.</p> <p>A commitment to undertaking Non-Violent Resistance (NVR) training at Advanced Practitioner level.</p> <p>A commitment to undertake the practice supervision of NVR Foundation Level trained staff.</p>	
<p>The ability to utilise a range of communication skills to engage and work with vulnerable people including those who may present with the most complex and challenging of needs in order to meet desired outcomes.</p>	A/I/P
<p>The ability to undertake assessment of a range of needs and situations using systemic methods.</p> <p>The ability to develop appropriate plans in partnership with other people focussing on outcomes for families.</p>	A/I
<p>The ability to represent the local authority in a range of settings.</p> <p>Understands and keeps abreast of the complex climate in which we operate.</p>	A/I/P
<p>The ability to act autonomously within agreed levels of accountability building supportive and reflective client relationships whilst making full use of clinical supervision and adhering to safeguarding policies and principles.</p>	A/I
<p>The ability to work under significant pressure to meet deadlines on a frequent basis which may be unpredictable whilst managing competing demands.</p>	A/I
<p>The ability and resilience to manage (and to support others to manage) the intense emotional demands that arise from working with vulnerable individuals and groups.</p>	A/I
<p>The ability to work professionally and flexibly with members of your team and the wider organisation.</p> <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).</p> <p>To be computer literate and operate a range of information technology systems in order to meet service need in relation to the social work role.</p>	A/I/P
<p>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 work profession.</p> <p>Evidence of ongoing commitment to continuous professional development of self and others as per HCPC requirements and TCSW Professional Capabilities framework. Specific commitment to meeting the requirements of the systemic service and undertake training in systemic practice to further professional development.</p>	A/I
<p>A commitment to the safe reunification of children with their families and the avoidance of unnecessary care.</p>	A/I

Desirable Criteria

Experience in using systemic methods in a Children and Families setting.	A/I
A therapeutic qualification from a relevant discipline for example counselling, play therapy, drama therapy	A / I

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 type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<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 type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input checked="" type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors

<input type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input checked="" type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input checked="" type="checkbox"/> Other (please specify):	Emotionally demanding work