

Milton Keynes Council

Job Profile

Post Title Children's Services Senior Practitioner
Post Number 50016331
Directorate Children and Young Peoples' Services
Reports to Deputy Team Manager & Team Manager

Job Purpose

To perform the duties and undertake the responsibilities of a fully trained and experienced Qualified Children's Social Worker acting as mentor and coach for less experienced members of the team. Take responsibility for demanding and complex casework. Provide expert support, guidance and input to ongoing practice issues. Establish liaison with other key service areas including health, educational and non statutory organisations.

Principle Accountabilities

1. Manage a caseload of the most demanding, sensitive and complex cases.
2. Supervise the casework of colleagues providing support, advice and guidance and coaching as required.
3. Resolve complex and contentious case management issues with the support of the Deputy Team Manager so that positive and timely action can be taken to address risk and meet demands.
4. Support the Deputy and Team Manager in the allocation, prioritisation and planning of the caseload.
5. Support the personal development of junior colleagues acting as coach, mentor and supervisor when required.
6. Following liaison with the Deputy Team Manager ensure that all training and development needs identified for the Team are co-ordinated with the Quality Assurance Officer to ensure monitoring and delivery.
7. Take special responsibility for ensuring that the Team promotes diversity in practice and in all areas of staff and casework.
8. Assist the Team in it's ongoing development contributing to review and analysis of the team's performance when required
9. Work closely with the Deputy and Team Manager in developing the team's service provision contributing to the implementation of services when required.
10. Ensure that the Team's staff are updated on current developments, new guidance, research and legislation.
11. Chair Family Support Meetings / Strategy Meetings and Professional Meetings as required.
12. Act as Deputy Team Manager as required.
13. Participate in on call rota systems and out of hours duty rotas as requested by the Team Manager.

MILTON KEYNES COUNCIL - PERSON SPECIFICATION

Job Title:	Senior Practitioner,	Post Number:			
Directorate:Learning & Development.....	Section/Location:Children's Social Care.....			
CRITERIA		Essential	Desirable	Method of Assessment		
				Applica- tion Form	Interview	Other (State)
SKILLS & ABILITIES						
Assessment skills – ability to demonstrate a thorough understanding of process and evidence of ability to apply skills		✓		✓	✓	
Working in partnership – ability to demonstrate understanding of what this means and the advantages/ disadvantages of this approach and evidence of ability to manage and ensure staff apply these principles in practice		✓		✓	✓	
Written communication and recording skills – ability to analyse, summarise and record relevant information clearly and concisely so that the information can be easily understood by users and colleagues		✓		✓		Presentat ion
Ability to communicate clearly and effectively		✓		✓	✓	
Ability to relate to children and young people		✓			✓	
Anti Discriminatory Practice – have a clear understanding of the ways in which people are discriminated against and to promote the way staff work so that issues can be addressed		✓			✓	
Ability to support colleagues/supervise staff		✓		✓	✓	
Ability to manage crisis in a proactive manner		✓			✓	
Ability to use initiative		✓			✓	
Ability to prioritise own work and that of others		✓			✓	
Ability to manage demand within allocated resources			✓		✓	
Ability to participate in the development of new policies, ensuring current best practice and feasibility issues are reflected			✓		✓	Presentat ion
Ability to assist with the management of a team of social workers and family support workers ensuring they work to agreed policies and procedures		✓			✓	

Ability to encourage staff to evaluate their practice to ensure practice reflects current thinking/best practice/ recent legislation	✓			✓	
Ability to identify training needs	✓			✓	
EXPERIENCE					
Post-qualification experience with children (whether unpaid or voluntary) – minimum 3 years	✓		✓	✓	
Experience of multi-agency working - minimum 2 years	✓		✓	✓	
KNOWLEDGE					
Of child development – detailed	✓		✓		
Specialist knowledge/skills in child care (and willing to disseminate with other team members good practice/knowledge)		✓	✓	✓	
Of basic IT systems , e.g simple wordprocessing, email	✓			✓	
Of relevant legislation and policy – detailed	✓		✓	✓	
Of theoretical social work framework – detailed	✓		✓	✓	
Of major research findings with relevance to social work with children and families	✓		✓	✓	
Of child protection and procedures – detailed understanding	✓				
EDUCATION, TRAINING & QUALIFICATIONS					
Social Work Qualification (DipSW, CQSW or equivalent)	✓		✓		
Relevant Degree/Masters or equivalent			✓		
PQ Award in subjects related to child and family work		✓	✓		
Practice Teaching Award		✓	✓		
Registered with GSCC or application for registration	✓				
OTHER REQUIREMENTS					
Willingness to learn IT skills and undertake other relevant training	✓			✓	
Awareness and committed to professional social work practice and understanding of professional boundaries	✓			✓	
A current driving licence and use of a car with comprehensive insurance	✓				

Ability to travel to other locations, including clients' homes on a regular basis	✓		✓	✓	
Ability to work irregular hours when appropriate to meet the needs of the service, including being on call for emergency purposes	✓		✓	✓	
Willingness to work as part of a team and accept responsibility for being part of a team	✓			✓	
Awareness of health and safety issues to staff and users	✓			✓	
Good understanding of Equal opportunities legislation and commitment to developing this with the organisation	✓			✓	