

JOB DESCRIPTION

Job Title	Advanced Practitioner Social Work		
Directorate	ASC		
Reporting to			
Grade	9		
Evaluation ref:	SCG1433	Job ref:	Family
Role purpose			
This post holder will be required to manage and deliver operational services within a small, specified neighbourhood or Locality area providing professional high-quality leadership to ensure professional social work practice across Adult Social Care. •Support adults in their community to remain independent for as long as possible because we help their families and local communities give them the support, they need to reduce the risk of them losing their independence. •Deliver care or support, when people do need it, through high-quality, joined-up social care, health, and wellbeing services. These services will enhance rather than replace their existing informal support networks. •Support people out of hospitals in a timely manner and prevents admissions by using their own and the community's assets to enable them to return home. •Give people control of the care and support services they receive so that these are delivered where, when, and by the people they want, and they achieve the outcomes that are important for them. Deliver service standards determined by the key principles of The Care Act and relevant professional codes of practice focusing on:- • promoting wellbeing and independence. • reducing or delaying the need for long-term support. • enabling people to achieve their desired outcomes. • carrying out timely and robust personalised assessments and reviews. • safeguarding vulnerable adults in all that we do. The postholder will act as an Advanced Practitioner in one of the following areas:- • Neighbourhoods • Intermediate Care • Mental Health Social Care • Community Learning Disabilities • Hospital Interface Service • Mental Health In-Patient Service • Safeguarding • Preparing for Adulthood Peripatetic			
Responsibilities			

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- Contribute to developing, managing, monitoring, and auditing of performance and quality indicators of the identified service area so that they become an integral part of team improvement to help deliver better outcomes to individuals and communities.
- Alongside the Service Manager build a high performing team, deploying staff according to service requirements taking account of skills, experience, professional qualifications, and development opportunities
- Have oversight of and be involved in complex cases when appropriate/required. This might be joint working, one-off assessments/reviews, or holding cases with agreement by Service Manager.
- Identify and appropriately report children and adult safeguarding concerns, liaising with key agencies to gather information.
- Work with a range of legal interventions and departmental policies and procedures to support outcome-based planning for adults and their carers/families.

Provides high quality regular supervision and appraisals, to qualified workers within the team to ensure practice is safe, legal and high quality.

- Ability to provide advanced decision making, problem solving and advice to the Social Care workforce in relation to practice issues.
- Undertake a lead role in the team to ensuring an efficient response to referrals for the Department's services, coordinating assessments, risk assessments, case planning and review processes.
- Be a lead practitioner in all aspects of safeguarding adults.
- Support social workers to make applications to the Court of Protection on behalf of the Council where necessary to do so.
- Act as source of expertise and knowledge for other social care and occupational therapy staff, coaching, mentoring, joint-working and leading case discussion as required.

Responsible for analysing complex information gained from professional assessment, drawing clear conclusions, and making recommendations concerning services that are available to support the ongoing needs of a vulnerable adult, relative or carer.

- Undertake a lead role in the team to implement agreed local and national service developments, using good evidenced based practice based on current research.
- Initiate and participate as required in any review of quality standards or professional practice and implement actions and improvements as appropriate in line with social care governance

Respond constructively to queries and complaints, and support others to do so.

Impact

- Support the Service Manager to control a devolved budget within agreed financial parameters. Work with the team to maintain effective information and administrative systems that support and monitor the work of the local team.
- Use delegated authority to make purchases to agreed limits where necessary.

Responsible for an agreed financial authorisation level for personal budgets following assessment of need and support plan under the Care Act 2014.

- Understand and use performance data to compare your services both locally and nationally using this to improve your area.

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- Maintain a high standard of report writing and give evidence in court in relation to private and public proceedings as required, including providing support to others to do so.
- Responsible for undertaking Audits

Working in collaboration with the Service Manager to develop Service/Locality workplans that will inform the operational practice of the team.

- To support the Service Manager in the Leadership and management of the teams, ensuring effective operations in planning, team development, human resources and staff development, and financial oversight.
- Work in collaboration with the Service Manager in the preparation of social work development reviews and identification of staff training needs and in providing induction programmes for new staff.
- Working alongside the Service Manager, staff, and a broad range of colleagues to contribute towards the delivery of a consistent, effective, and efficient service.
- As directed by the service manager, formulate and lead on the achievement of specific objectives aligned to local, regional, and national strategic direction, to facilitate a high-performance team focused on the needs of the people and populations who access services, their families, and their carers.

Provide professional, reflective supervision using critical reflection and a range of other supervisory techniques.

Proactively participates in audits and assurance activities to ensure high quality, safe and legal practice.

Knowledge / Experience / Skills

Knowledge

Social Work qualification.	✓		
Current and valid registration with Social Work England.	✓		
Evidence of Continued Professional Development.	✓		
Holding or working towards Post Qualifying Professional Standard	✓		
Extensive knowledge of social work practice, with an emphasis on risk management, with adults of any age who have physical, sensory, learning disability, dementia, or other long-term conditions	✓		
Extensive experience in supporting staff with complex case casework, including chairing relevant meetings, following agreed procedures, and resulting in robust action plans with defined timescales.	✓		
Good understanding of the practical application of all relevant Social Care legislation and proven track record of supporting staff with statutory requirements.	✓		

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Understanding of system thinking, used to reduce demand and costs.	✓		
Experience of operating within a budgetary framework and an understanding of the relationship between this and managing demand.	✓		
Model and promote confident and critical application of professional ethics to decision-making, using a legal and human rights framework, and support others to do so	✓		
Model and promote a culture which encourages reflection on the influence and impact of own values on professional practice	✓		
Demonstrate confident leadership, management and arbitration of ethical dilemmas, providing guidance and opportunities for the professional development of others	✓		
Promote people's rights to autonomy and self-determination, supporting, challenging and guiding others as appropriate	✓		
Provide critical reflection, challenge and evidence-informed decision-making in complex situations	✓		
Routinely provide professional social work opinion, based on clear rationale and advanced professional knowledge.	✓		
Experience			
Demonstrate knowledge of appropriate legal and policy frameworks, case law and the application to social work practice. Seek appropriate legal advice and apply legal reasoning, using professional expertise.	✓		
Demonstrate and apply to practice a working knowledge of human growth and development throughout the life span recognising the impact of relationships, psychological, socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice	✓		
Work autonomously and as part of a team, understanding and appropriately developing the scope of professional practice to create new ways of working for the benefit of those who access services, their families, and their carers.	✓		
Recognise how systemic approaches can be used to understand the person in the environment and inform practice.	✓		
Exercise professional judgement to manage risk, including positive risk-taking, especially in complex and unpredictable situations, and support others to do so.	✓		
Demonstrate a critical knowledge of the range of theories and models of intervention for individuals, families, children, groups and communities	✓		
Awareness of changing contexts at local, national and organisational level and the implications for practice	✓		
Promote, articulate and support a positive social work identity, promoting strategies for collaboration and a supportive team culture	✓		

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Anticipate and begin to contribute to change management in the social work context	✓		
Demonstrate personal and professional resilience showing confidence about your role in the team, work positively with others and contribute to team working by developing a learning environment for self, teams and colleagues	✓		
Able to demonstrate awareness of own professional limitations, personal values and knowledge gaps, to critically reflect on the influence and impact on professional practice and engage in regular supervision to improve practice and career development	✓		
Advocate for, and facilitate the creation of, a culture in which everyone is encouraged to reflect and learn (including from mistakes), to receive and give constructive feedback and to learn from and with each other.	✓		
Dimensions			
• Supervision responsibility of up to 7 social workers • Carry out all duties in accordance with professional codes of practice, legislation, regulation and Council Policies and Procedures. • Budget management of approximately £TBC			
Working Arrangements			
Somerset Council's dynamic Working Strategy will be applied to this position			
Corporate Responsibilities			
• Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise. • Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.			

Date: