JOB DESCRIPTION

Job Title	Advanced Practitioner – Practice Development		
Service	Adult Operations		
Reporting to			
Grade	9		
Evaluation ref:	AG1277	**Job Family ref:**	

Role purpose

The Advanced Practitioner – Practice Development plays a lead role in driving high-quality, evidence-informed social work practice across Adult Social Care. Working within the framework of the Care Act 2014, the postholder ensures that practice is strength-based, person-centred, and aligned with professional standards, modelling excellent practice and supporting others to deliver effective interventions that improve outcomes for adults, families, and carers. The role contributes to service delivery through expert practice, advanced decision-making, and collaboration with managers and partners to embed consistent, efficient, and high-performing ways of working.

In addition, the role is central to the development of the social care workforce, providing supervision, coaching, and professional support to social workers, students, and Newly Qualified Social Workers. It leads and contributes to practice improvement initiatives, developing and implementing new approaches, systems, and processes, while ensuring high-quality practice education and assessment in line with professional and university standards. Through this, the postholder fosters a culture of learning, reflection, and continuous improvement, strengthening capability across the service and ensuring sustainable, high-quality social work practice.

Accountabilities

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.

Working with Students' and NQSW's to assess their ability to apply social work theories, models, and approaches alongside legislation in practice, ensuring they develop skills and understanding to empower the people we serve.

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Undertake the full assessment (as applicable) of the students' in line with the University programme requirements and the Practice Education role being undertaken.

Develop Students' and NQSW's practice skills and ensure standards of practice for social workers are upheld as defined by Social Work England and in accordance with the learning requirements under the Professional Capabilities Framework (PCF).

Provide individual fortnightly supervision and regular support to Students'/ throughout their placement to meet their learning needs and ensure a consistent standard of quality learning opportunities and supervision.

Work closely with Students' and NQSW's to ensure a varied and increasingly complex caseload to increase their autonomy as their placement progresses.

Produce evidence-based midway and final reports for each Student in conjunction with the Placement Supervisor where applicable in a timely manner.

Facilitate initial NQSW professional development meeting, support and assessment agreement meeting, 3, 6, 9 and 12 month reviews. Complete observation reports and verification of professional documentation for NQSW's.

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.

Responsible for Practice improvement activity that develops new approaches, systems and Processes which improve ways of working and outcomes for individuals.

Provide feedback to support the preparation and application of appropriate teaching methods to ensure learning practice and materials are up to date and still relevant.

Take a lead role within the service area surrounding assurance activity.

Ability to provide advanced decision making, problem solving and advice to the Social Care workforce in relation to practice issues.

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.

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Provide feedback to Student's or NQSW's and address any performance issues together with the Placement Supervisor and/or Practice Tutor as applicable. Work closely with partner and other agencies and resources within the community to develop local links to ensure an integrated approach to people requiring support. Engage with the Learning and Development Team and Principal Social Worker regarding quality assurance of the placement learning environment.

Knowledge / Experience / Qualifications/ Skills			
	Essential	**Desirable**	
Knowledge			
Excellent knowledge and understanding of theories, models of intervention and research activity that underpin best practice in adult social work.	X		
Operating within relevant policy, legal, ethical, and professional boundaries.	X		
Experience			
Experience of supervisory responsibilities, including the oversight and mentoring of learners (e.g. students or newly qualified Social Workers).	X		
Qualifications / Registrations / Certifications			
Social work qualification (degree, DIPSW or CQSW) and current social work registration with Social Work England.	X		
Holding or working towards Practice Education Professional Standards (PEPs) qualification.	X		
At least two years post-qualifying experience.	X		
Evidence of professional development including contributing to the development and learning of others individually and as part of a team.	X		
Skills			
Confidence in critically and constructively reflecting on others' social work practice.	X		
Excellent analytical, influencing and negotiation skills.	X		
Proven organisational skills, including the ability to work under pressure, to prioritise and manage deadlines.	X		
Good understanding of IT systems.	X		

Actively seeks out learning opportunities across the service and shares with others.	X		
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.	X		
Model and promote a culture which encourages reflection on the influence and impact of own values on professional practice.	X		
Demonstrate confident leadership, management, and arbitration of ethical dilemmas, providing guidance and opportunities for the professional development of others.	X		
Promote people's rights to autonomy and self-determination, supporting, challenging, and guiding others as appropriate.	X		
Provide critical reflection, challenge and evidence-informed decision-making in complex situations.	X		
Routinely provide professional social work opinion, based on clear rationale and advanced professional knowledge.	X		
Have a strong ability to relate relevant legislation and policy, with the ability to apply this knowledge to practice.	X		
Ability to employ own knowledge, experience, practice skills, networks, and values to create a rich and inspirational learning experience.	X		
Able to communicate effectively with people at all levels with positive and person- centred approaches, including via written reports.	X		
Self-motivated and committed professional.	X		
Carry out all duties in accordance with professional codes of practice, legislation, regulation and Council Policies and Procedures.	X		
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.	X		
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.	X		
Working Conditions			

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Working Arrangements
Somerset Council's dynamic Working Strategy will be applied to this position.
Dimensions of the Role
To supervise qualified social workers up to 3. To supervise and assess up to 4 learners. Establish effective peer relationships with Learning and Development Team and Principal Social Worker regarding quality assurance of the placement learning environment. Will work closely with the Principal Social Worker and Learning and Development to ensure overview of the learning and development needs of the team.
Corporate Responsibilities
Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practice. 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: August 2025