

Senior Practitioner – Grade 11

Job purpose

As a Senior Practitioner you will promote the development of high-quality practice standards of social work providing leadership and professional wisdom to colleagues. Using a role model approach, you will oversee the professional development of staff by providing advice, support and mentoring to Social Workers and Community Assessment and Support Officers ensuring that their work is audited against accepted criteria. Working with individuals you will explore their development needs and develop plans to address these. You will support the Team and Deputy Team Managers to motivate other members of the team encouraging positive partnership working.

You will support the development of a culture of delivering high quality services and monitor the performance of staff against these standards using a range of means e.g. user/carer satisfaction surveys. You will provide constructive challenge to enhance practice and procedures, promote innovation and suggest improvements to ways of working – for example using learning from complaints and other reviews to enhance future service delivery.

Recording and documenting work/cases is a fundamental part of the social work role and you will support staff to develop their IT skills to work with the administrative systems and procedures in place.

In your role you will also undertake professional Social Work and hold a case load of complex cases and undertake needs assessments, risk assessments and reviews as appropriate. You will apply appropriate legal and policy frameworks and guidance that inform and mandate social work practice recognising where scope for professional judgement exists. You will gather information quickly and effectively to inform judgement for interventions including in crises and in response to challenge, or in the absence of complete information. On occasions when dealing with complex cases you may co-work with less experienced staff. You will formulate plans in consultation with the individual and their carers, which will meet their assessed needs, within the priorities and eligibility criteria of the Council, ensuring that individuals and carers are actively involved. Wherever reasonably practicable, you will identify health and safety issues that may place individuals or groups at risk and ensure these are recorded and brought to the attention of staff responsible for the delivery of services. You will ensure that reviews of care plans/interventions are carried out within both legal and procedural timescales and practice guidelines and any adjustments required are put in place.

Your high-level literacy skills will support you to prepare clear, concise and logical reports, including where appropriate, reports which may be submitted for Court purposes, and to ensure that accurate and up-to-date records are kept.

Your Deputy Team Manager will provide you with professional supervision which will allow you to keep your manager informed of case progress and highlight any areas of difficulty or concern.

Your expertise in the service will allow you to contribute to the identification of unmet needs for service planning and commissioning. You may also be asked to join working groups or projects focused on service development.

You will also be required to undertake one of the following specialist roles: Practice Educator, BIA or AMHP.

In your role you will be expected to work within the requirements of the Professional Capabilities Framework (PCF).

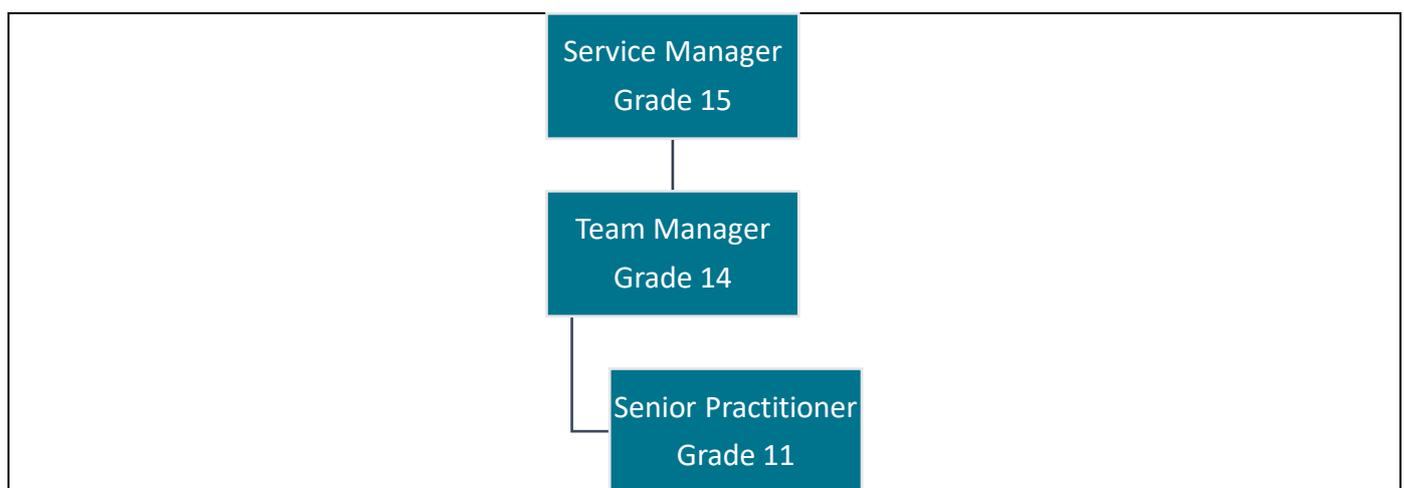
You will be expected to carry out your duties in line with the Council's policies, procedures and relevant legislation. You will be made aware of these in your appointment letter, statement of, induction, ongoing performance management and development and through Council communications.

This role is based within Adult Social Care Operation. Find out more about [working for Kirklees](#).

Key areas of responsibility

- Quality and professional standards are enhanced by effective support to the team through leadership and professional wisdom.
- Service users receive a service in line with expectations and which meets or exceeds legislation, government guidance and Council policy.
- Service users are supported to make positive risk choices and risky situations are managed effectively and where necessary enact duties to protect through safeguarding.
- Staff are supported to undertake learning and development and are engaged in Continuous Professional Development; learning is shared within the team.
- Opportunities for service development and improvement are identified and reported.
- Integrated working is supported and demonstrated both internal and external to the organisation.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Successfully passed the Senior Practitioner progression requirements including the management of complex cases.	Essential
SWE recognised professional Social Work qualification and evidence of SWE registration.	Essential
Holds one of the following specialist roles: Practice Educator, BIA or AMHP.	Essential
Ability to identify, plan and meet the development needs of less experienced colleagues.	Essential
Ability to work within the requirements of the Professional Capabilities Framework.	Essential
Competent in the use of IT systems.	Essential
Willingness to undertake an enhanced Disclosure and Barring Service check (please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process).	Essential
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence and it is expected that you will either use a council vehicle or your own car.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Office Use Only:

Job Category	Social Care - Adults	Grading ID	23405
Job ID	80101102	Last Updated	June 2020
Job Focus	Yes	Career Progression	No

Contractual Variants

DBS Category	NA	DBS Type	NA
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR			