

## Advanced Practitioner - Grade 13

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We are always looking for better and smarter ways to work. Working across Children's Social Care (CSC) Advanced Practitioners deliver focussed and meaningful support to Team Managers and Social Workers to ensure that practice is developed and is at a good standard and aligned with changes in policy, practice, regulations and legislation. The team work flexibly across the service where the highest level of need is identified.

Advanced Practitioners have their practice recognised as exemplary and provide leadership and professional wisdom to their colleagues and other professionals. By providing coaching and mentoring to staff to support their professional development, you will be required to exhibit excellent social work skills and enable a systemic approach to supporting children and families. This post demands high levels of autonomy and decision making, based on experience and knowledge ensuring work is appropriately planned, critically evaluated and reviewed, and achieved within timescales and targets. This role is based within Children and Families Services.

### The Job

As an Advanced Practitioner you will provide an operational practice support service to staff to ensure opportunities for learning and development are integrated into day to day work of teams. You will have a specialist element to your role as Practice Educator and in addition lead on safeguarding or an agreed area determined by service need.

Acting as a champion for service development and improvement within CSC, you will role model research into practice and support practitioners to undertake high quality assessments and interventions.

A key part of your role is your contribution to the development of policies, procedures, quality standards, performance indicators and best practice in line with the CSC Performance Framework

To ensure the highest possible standard of social work and other safeguarding practice, you will undertake thematic case file auditing activity across the service (and with partners) in accordance with CSC & LSCB Quality Assurance Framework. You will utilise the learning to design bespoke developmental packages of support for individuals and teams.

Providing reflective individual and group supervision to social workers outside of line management arrangements will be part of your role.

As an expert you will provide advice on child development, attachment, assessment and intervention and Restorative Practice.

You will identify need and support the development, implementation and oversight of the design and delivery of training in conjunction with the Teaching Partnership and Workforce Development Team.

Key to your role in embedding practice excellence is supporting the induction of staff, identifying mentoring and coaching needs and reviewing progress.

### Job Checklist

- Plays a significant role in the development of knowledge and promotion of excellent practice using evidence-informed research.
- Mentors, coaches and advises newly qualified social workers and practitioners with specific needs.
- Provides individual & group consultation and development opportunities.
- Leads and participates in training and development activities and supports the embedding of excellent practice across FS&CP.
- Challenges, monitors and scrutinises practice, recording and decision making to ensure continuous improvement.
- Promotes the use of evidence based practice by providing technical and professional support to meet the needs of staff in order to promote high professional standards and the effective use of resources
- Undertakes specific service improvement work, bringing expertise and innovation to tackle areas of poor performance
- Identifies opportunities to adopt best practice and practice developments
- Works across all disciplines of Children's social work
- Works in accordance with and promotes CSC and LSCB Quality Assurance Framework
- Ensures statutory developments are reflected in practice.
- Works flexibly and embraces new ways of working

Please click [here](#) to see your responsibilities related to safeguarding.

## The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

Your experience on the front line of Social Work practice means you understand how hard the job of a Social Worker can be and the value of expert support and advice outside of management arrangements. An experienced Social Work practitioner, your practice is recognised as exemplary. You understand what good social work looks like and are confident to challenge where you find areas that could be improved.

Your passion for the best possible outcomes for children and young people is evident and you lead by example striving for and promoting excellence in practice encouraging others to do the same. Your enthusiasm is evident and you are able to motivate yourself and colleagues.

Committed to your own and others professional development you recognise the importance of learning and development opportunities and strive to create those which are relevant and innovative. You encourage others to learn and actively support their CPD.

Your experience and high level communication skills mean you are able to challenge confidently, constructively and sensitively at all levels and with partners.

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 role model the Council's Expectations of a New Council employee within the organisation. This role is at level 3. To find out more about Council Behaviours and Expectations please click [here](#). These will be tested throughout the selection process.

## Person Checklist

- Qualified and SWE registered Social Worker with significant post qualifying experience in children's services
- Practice Educator Award stage 1 & stage 2
- Experience of mentoring and coaching (including a commitment to become an accredited coach)
- Evidence of continuous professional development and understanding of professional capabilities framework
- Thorough and up to date understanding of legislation, guidance and regulations and research underpinning social work practice
- An understanding of all disciplines of children's social work
- Ability to deliver and contribute to a range of learning activities
- Excellent written and oral skills providing the ability to produce professional reports
- Ability to work across agencies promoting understanding and good practice
- Ability to demonstrate leadership in a range of settings.
- Ability to develop and support practice and challenge poor practice.
- Accepts that an enhanced DBS check will be required
- Travel will be an essential part of your role and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for most of the time. It is essential that you hold a full and valid driving license and it is expected that you will either use a Council vehicle or your own car.

*This Role 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 Recruitment Purposes:** In order to be considered for this role you will need to demonstrate in your application form how you meet the person checklist