

## Social Care Practice Development Lead

**Directorate:** Learning and Development, HR Services, Strategy and Partnerships

**Reports to:** Children Education and Families Learning and Development Manager

**Grade:** P2

**Location:** Cambridgeshire

### Job Purpose

Social Care Practice Development Leads support the learning and professional development of others by being a source of expert advice on all aspects of practice for social care. They are an active change agent in driving improvements in the standards of practice, linking with the outcomes and impact of the quality assurance.

They support the research, design, coproduction, and delivery of high-quality practice across all Social Care and our internal and external partners. They actively engage the voice of practitioners, citizens of Cambridgeshire and amplify the voices of adults, children, young people, and their families.

They provide high support and high challenge to practitioners and managers to deliver excellence. They adhere to and uphold professional standards; they embrace and demonstrate the values of Cambridgeshire County Council. They adhere to and uphold relevant professional standards. They lead on specialist areas and are an expert practitioner with recognised impact, status, and authority.

This enhanced level of competence enables the local authority to deliver an effective and efficient social care service to Cambridgeshire's citizens.

### Accountabilities

1	To actively contribute to the development of a learning and compassionate culture within Cambridgeshire, that enables learning from what works and opportunities for reflection, learning and change from mistakes. Develop, agree, and deliver a learning offer for all colleagues that supports, their welcome to CCC, skills and knowledge development for their current role, continuous professional development and their ongoing career progression aligned to our People strategy and workforce plans. Lead on the design, delivery and evaluation of tailored blended learning and development interventions and activities, utilising latest innovative technologies and up to date practice.
2	To support the implementation and sustaining of Cambridgeshire's practice model/methodologies, national practice standards, key practice development areas and overall learning and quality assurance framework, through learning and professional development interventions, including assessment of competence as appropriate. To take the responsibility for responding to professional development needs, including those emanating from 'initiatives and policy' and those at a local, regional, and national government level, including social care and social work pathways

3	To lead on projects / programmes for specialist areas to identify and meet learning needs and create areas of excellence and best practice. Work with all colleagues to lead and coordinate cost-effective commissioning and provision of quality training and development services to support the delivery of the training plan.
4	To contribute to the learning and development of the local authority as a training organisation. Help to review and improve its position, policies and procedures and identify barriers for learners as well as identifying areas requiring initial or further development or a response.
5	To work in partnership and through coproduction with others to ensure that the wider social care workforce is competent, skilled, and knowledgeable within an operational and strategic context.
6	Net Zero (applies to all roles). Ability to contribute towards our commitment of becoming a net zero organisation.
7	Safeguarding (applies to all roles working with children/vulnerable adults). Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.
8	Manage people and other resources aligned to specific pieces of project work for which the post is responsible, ensuring that high quality and consistent professional advice is given.

This Job Description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing service needs and circumstances. Such reviews, and any consequential changes, will be carried out in consultation with the post holder.

### Equality, Diversity, and Inclusion

Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs.

### Person Specification

<b>The Following are Essential Education and Qualification requirements.</b>
Social Work qualification Social Work England registration Practice Educator Professional Standards Stage 2 (PEPS2)
Evidence of Continuing Professional Development

<b>Essential Experience and Knowledge</b>
Communication: Ability to influence and communicate effectively with a wide range of people. Excellent written and oral reporting skills.
Substantial social work experience and /or currently working as a qualified social worker
Experience of teaching or assessing social work students and/or social workers including BA / MA students, Step-Up to Social Work, Think Ahead, ASYE
Knowledge of social work practice within one or more defined service user groups and how it pertains directly to these groups. This should include reference to law, knowledge and skills, good practice, research etc
Knowledge of SWE registration and how this informs social work practice
Learning and Training Needs Analysis: Have facilitated organisation level learning / training needs analysis and consultation with Directors/senior managers on organisation development and learning and development requirements and recommend appropriate solutions / learning interventions.
Awareness of local, regional, and national developments relating to social work, practice learning and the Professional Capabilities Framework, including the post qualifying standards (Knowledge and Skills Statements).

<b>Essential Skills</b>
Team management: Have managed a team of professional staff, budget, and other resources, including providing professional reflective supervision. Managing change and improvement: Led a change or service improvement project that led to better outcomes for people
Learning design and facilitation: Design and facilitation of tailored events and workshops using a range to approaches and tools.
Project management: Leading the delivery of project outcomes using project management methodology across a range of partners/stakeholders
Digital: IT competent in Microsoft products. A keen interest in technology and education Understanding of a digital learning: Developed e-learning/on-line learning and utilised virtual classrooms and other blended resources for personal and people development.
Evaluation methodology: Design of evaluation methods to evidence value for money and return of investment /expectation across a range of interventions including classroom and virtual based training, eLearning, action learning, coaching & mentoring.
Organisational Skills: Good organisational skills and the ability to prioritise, and able to meet deadlines to deliver at pace and under pressure

Problem Solving: Ability to generate creative solutions to problems, Ability to research and review a range of information and able to interpret information to provide clear and succinct analysis and feedback on a range of issues
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Ability and willingness to travel around the county to support delivery of the learning offer.
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Expert advice: Extensive experience of working and influencing successfully at a senior level as an L&D/OD professional providing learning and development expertise to Directors, senior managers, and teams in a complex organisation
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**Health and Safety**

Able to demonstrate a clear understanding of and commitment to Health & Safety and a willingness to undertake training to enable implementation of procedures. Able to apply it effectively with both clients and staff.