



Northamptonshire
Children's Trust

Job Description

Job Title: Strengthening Families Practitioner

POSCODE: HAY2810

Grade: I

Overall Purpose of Role

To act as key worker / lead professional in the delivery and co-ordination of high quality early intervention for children aged 0 - 19 and their families with emerging complex needs which puts them at risk of poor outcomes.

To use skills of assessment, engagement and change management within a multidisciplinary, early intervention team to improve outcomes for children aged 0 -19 and their families.

Draw on the principles of Integrated Working and Early Help Assessment, acting as Lead Professional to complex Early Intervention cases that have not yet hit the threshold for highly targeted or specialist response and halt unnecessary referrals to specialist services.

Work closely and creatively with the local communities and partner agencies to establish and maintain an effective service for children aged 0 - 19 and their families in line with the stated objectives of the Early Help Strategy.

Main Accountabilities	
1	Manage a caseload of children 0 – 19 and their families who are at risk of poor outcomes and entering into high cost specialist service. This will include undertaking structured and persistent one-to-one family support work as key / co worker as necessary to meet family/ project needs.
2	To lead and co-ordinate service provision to families, through a combination of direct delivery 1:1 support and group work activity, and using commissioned and partner services. Services being provided may include interventions, such as working around self esteem and confidence building, signposting to health and alcohol / drugs support, advice for parents around child development; managing behavior and parenting techniques, helping with household management and family routines and information and advice on welfare, housing, training and return to work.
3	To carry out and oversee comprehensive whole family needs/risk assessments and to work intensively with families in their family home to engage with those who are hard to engage. To develop and propose intervention plans following assessment to create an assertive and persistent structured supportive intervention environment enabling families to explore their difficulties and strengths.

4	To offer a support and challenge approach with families to bring about positive change in behaviour, using agreed contract with consequences approaches. Act as the lead professional to co-ordinate day-to-day inputs of other agencies, including providing knowledge and advice for team members and ensuring professional boundaries are set and maintained.
5	Develop and maintain a range of strategies and resources to effectively engage children, their families, partners and communities.
6	To plan, deliver and review, individual and family support plans to assist families maintain tenancies, reduce anti social/offending behaviour and improve outcomes for children aged 0 – 19 and their families.
7	To have a clear understanding of safeguarding and protecting families from risk and harm and to participate in regular case planning and review meetings, supervision, appraisal and training.
8	To establish and maintain effective working relationships with statutory and voluntary agencies to ensure a high standard of service and support to families. Participate within the locality arrangements to support locality hubs to customers and operate a “one-stop shop” for appropriate advice and support as these are developed.
9	To ensure that monitoring and statistical information regarding the project is available for the team manager and in turn the leadership and governance group. To keep good quality casework notes in accordance with agreed data collection and recording systems and comply with agreed financial and IT procedures. Work within established procedures for monitoring information, assessment, information sharing, confidentiality, safeguarding and health and safety, undertaking risk assessments where appropriate.

Safeguarding commitment We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Essential Criteria	Desirable Criteria
	<p>This post requires satisfactory clearance of an Enhanced DBS check</p> <p>Level 3 qualification in working with children, young people vulnerable adults and their families or substantial professional experience in this area</p>	<p>Qualified in evidence-based intervention programmes with families</p> <p>Counselling/social work qualification</p>

Minimum levels of knowledge, skills and experience required for this post

Identify Knowledge:	Essential Criteria	Desirable Criteria
	<p>Ability to undertake individual and family assessments and assess needs and risk.</p> <p>Proven experience of direct work with families with multiple problems and with families who find it difficult to engage with services.</p> <p>Must be prepared to work flexibly with families and advocate on behalf of children, young people and vulnerable adults.</p> <p>Ability to review with families their readiness for change and work to enable families to become self-reliant</p> <p>Ability to prepare and present case notes and reports in a variety of settings</p> <p>Knowledge and training in Early Help Assessment and Integrated Working</p> <p>Basic IT skills</p>	<p>Plan, design and deliver evidence-based interventions in a group context</p> <p>Training in solution focused and strengths-based approaches</p> <p>Experience of working in a multidisciplinary team in the statutory or voluntary sector</p> <p>Working knowledge and understanding of the Youth Criminal Justice System</p>
Skills:	Essential Criteria	Desirable Criteria

	<p>Excellent interpersonal skills and effective communication with a range of professionals</p> <p>Ability to work in an open and often challenging way with children, young people, vulnerable adults and their families</p> <p>Able to convey respect for others</p> <p>Able to work as part of a team</p> <p>Demonstrate skills in mediation, negation and problem solving</p> <p>Able to assess situations with clarity and sensitivity – act professionally in and around crisis situations</p> <p>Organisational and time management skills</p> <p>Able to travel effectively in the locality</p>	<p>Demonstrate the ability to work to timescale and within budget to achieve targets set</p> <p>Demonstrate skills in working in an outcome focused way</p> <p>Evidence of ability to use computer-based case recording system</p>
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Equal Opportunities	Essential Criteria	
	Ability to demonstrate awareness/understanding of equal opportunities in relation to service delivery and development, as other people's behaviour, physical, social and welfare needs	

Disclosure Level	
What DBS Level is required for this post?	
None	<input type="checkbox"/>
Standard	<input type="checkbox"/>
Enhanced Child Only	<input type="checkbox"/>
Enhanced Child/Adult Bar	<input checked="" type="checkbox"/>

Working Arrangements	
What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	
Fixed	<input type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>