



Job Description

Job Title: Senior Practitioner – Family Solutions

POSCODE: HAY02810

Grade: K

Overall Purpose of Role

1. To act as a key worker / lead professional in the delivery of high-quality early intervention for children, young people and vulnerable adults and their families with complex needs, which puts them at significant risk of being excluded from their families, education and community.
2. Implement training and skills development and the maintenance of practice standards within the team through effective supervision, case management, annual appraisals and personal development.
3. To provide effective leadership capacity of a co-located multi-agency team providing services for children, young people, vulnerable adults and their families, and to ensure that integrated practice is embedded to improve outcomes for local people.
4. To maintain a working knowledge of current research and best practice in relation to evidence-based interventions.
5. To ensure quality assurance is visible and there is compliance with legislation and all policies and procedures through a process of monitoring, evaluation and continuous improvement.

Main Accountabilities

1	To manage a caseload of complex children, young people, vulnerable adults and their families at significant risk of exclusion from their families, education and community and entering into high cost specialist services using a range of methods, in different settings, working in partnership with families and as part of a multi-disciplinary staff team.
2	To carry out manage comprehensive risk and needs assessments using the agreed and established processes to develop and plan interventions to be delivered in a challenge and support approach to ensure engagement, reduce risk and enable positive, sustainable outcomes for the allocated caseload.
3	Work with the Team Manager to co-ordinate a team of multidisciplinary staff in delivery of targeted prevention and support services to children, young people, vulnerable adults and families in a defined community. To act as a line manager/supervisor to multidisciplinary team members and to coordinate team activity and caseload management to allocate tasks, including the allocation of lead professional status to team members as appropriate.
4	To lead the team's response to the identified needs of an agreed cohort of children, young people, vulnerable adults and their families through agree referral pathways and partnerships arrangements. To ensure the team's adherence to partnership agreements between agencies, partners and other teams through engagement with local partners, leaders, members and the public.

5	To oversee, review and quality assure action plans and allocate risk management approaches for all cases managed by the Targeted Prevention Team and to ensure that effective processes for communication, recording and task allocation are in place within the team.
6	To ensure that integrated practice, including 'Team Around the Family' processes, use of the CAF and the role of the lead professional are central to the activity of the team.
7	To ensure that the team employs a rigorous approach to information recording, and adheres to information sharing protocols and responds to the demands of internal performance management and external monitoring and inspection. To be accountable and report to the Team Manager on the performance of the team in relation to key local indicators, measures and government policies.
8	To support the Team Manager and the Targeted Prevention Manager in the commissioning of local services with particular reference to local assessment of need and identifying gaps in provision.
9	Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.
10	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
11	To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself, others and to comply with the policies and procedures relating to health and safety with the Trust.

Safeguarding commitment *(Include for roles involving work with children/vulnerable adults)*

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	Subject	Essential/Desirable
Degree or equivalent professional	Social work, health or education	

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

Identify	Details	Essential/Desirable
People Management	Experience of managing and supervising the work of a range of front line staff	Essential
Knowledge	Knowledge of current legislation relating to children and young people	essential
	Excellent risk/needs assessment and case management skills	Essential
	Experience or knowledge of evidence-based interventions with families with multiple problems	Essential
	Working with a range of voluntary, private and public sector organisations	Desirable

	Ability to analyse and write and present clear and concise reports utilising IT processes and systems.	Desirable
	Able to interpret and utilise performance and needs data	Desirable
	Good observational and analytical skills.	Essential
	Capacity to liaise confidently with other professionals.	Essential
	Ability to work with children and young people and their families with tact and sensitivity.	Essential
	Strong negotiating and influencing skills in a multi agency context.	Essential
	Ability to prioritize and manage time effectively under the pressure of both time and financial constraints and expectations	Essential
	Able to lead meetings with providers, managers and service users	Essential
	Ability to travel effectively between locations	Essential
Equal opportunities	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential
Safeguarding (include for roles working with children/vulnerable adults)	Demonstrate an understanding of the safe working practices that apply to this role.	Essential
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure level

What DBS Level is required for this post?

None ☐

Standard ☐

Enhanced Child Only ☐

Enhanced Child/Adult Bar ☒

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 ☐

Flexible ☒

Field ☐

Home ☐