



Northamptonshire
Children's Trust

Job Description

Job Title: Senior Practitioner - Young People's Service

POSCODE: 2814

Grade: K

Overall Purpose of Role

Act as a key worker / lead professional in the delivery of high-quality early intervention for children 0-19 and their families with complex needs which puts them at significant risk of poor outcomes.

Implement training and skills development and the maintenance of practice standards within the team through effective supervision, case management, annual appraisals and person development.

Provide effective leadership capacity of a co-located multi-agency team providing services for children aged 0-19 and their families and to ensure that integrated practice is embedded to improve outcomes for local people

Maintain a working knowledge of current research and best practice in relation to evidence-based interventions.

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 aged 0 - 19 and their families at significant risk of poor outcomes and entering high-cost specialist services. Using a range of methods, in different settings, working in partnership with families and as part of a multidisciplinary staff team.
2	To carry out and manage comprehensive risk and needs assessments using the agreed and established processes to develop and plan interventions to be delivered in a challenging and supportive 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 Early Help support services to children 0 -19 and families in a defined community. To act as a line manager/supervisor to multidisciplinary team members and to coordinate team activity, group work 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 0 - 19 and their families through agreed referral pathways, group work programmes 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 Young People's 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 Early Help Assessment 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 Strategic Manager Early Help & Prevention in the commissioning of local services with 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 qualification.	social work, health, early years or education.	Essential
Statutory social work delivery Multi-agency working Child Protection Group work / family therapy		Desirable

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

Identify	Details	Essential/Desirable
Experience & Knowledge:	Post Qualifying experience in direct work with children and families Experience and knowledge of service delivery to children, young	Essential

	people, vulnerable adults and families Experience of managing and supervising the work of a range of staff	
	Knowledge of: -current legislation relating to children and young people. -impact of social, emotional, and behavioural difficulties on Children's development. -theoretical framework for working therapeutically with children and young people.	Essential
	Experience or knowledge of evidence-based interventions with families with multiple problems	Desirable
	Group work theories and strategies	Desirable
	Working with a range of voluntary, private, and public sector organisations.	Desirable
Abilities & Skills	Ability to lead, manage, motivate, and develop a team of staff employed by the Authority and possibly partner organisations.	Essential
	Ability to analyse and write and present clear and concise reports utilising IT processes and systems.	Essential
	Able to interpret and utilise performance and needs data. Excellent assessment skills	Essential
	Excellent assessment skills. Good observational and analytical skills.	Essential
	Capacity to liaise confidently with other professionals. Able to lead meetings with providers service managers and service users	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 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
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Disclosure level	
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What DBS Level is required for this post?	
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None	<input type="checkbox"/>
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Standard	<input type="checkbox"/>
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Enhanced Child Only	<input type="checkbox"/>
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Enhanced Child/Adult Bar	<input checked="" type="checkbox"/>
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Working Arrangements	
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What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	
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Fixed	<input type="checkbox"/>
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Flexible	<input checked="" type="checkbox"/>
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Field	<input type="checkbox"/>
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Home	<input type="checkbox"/>
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