**Job and Person Profile (JPP)**

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| **Job details** |
| **Job title** | Senior Practitioner  |
| **Job Reference** | 20227 |
| **Grade and Salary** | 6 - £43,723 - £47,054 per annum (pro rata for part time)This role includes performance related pay progression |
| **Service and Team** | South and Review & Quality Assurance Teams |
| **Location** | Endeavour House, Russell Road, Ipswich, Suffolk, IP1 2BX – Hybrid  |
| **Hours per week** | 37 |
| **Status** | **Permanent**  |
| This role may offer the following flexible working options | * *Working part time hours (eg different hours/days to those advertised)*
* *Job sharing*
* *Working compressed hours (eg a nine-day fortnight)*
* *Term time working (including partial term-time working)*
* *Use of flexitime / time off in lieu*
* *Hybrid working options, including some home working*
* *Working from different Council buildings*
* *Working adjusted core hours (eg starting later and finishing later or other patterns)*
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| **About us** |

As a modern and effective council, we understand the importance of being flexible and well-connected in the ways we work. We focus our ambitions on doing what’s right for people, our partners and our communities - both now and for the future.

That’s why, as one of the largest employers in Suffolk, we believe in empowering everyone. Through career variety and collaborative working, accessible career paths and professional development.

The support and care we offer encourages and enables you to be the best you can be. To make a meaningful impact on the world around you. To achieve a unique sense of pride in what you do, why you do it and where. **Reimagine the possibilities.**

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| **Main purpose of the job** |

ASC is re-designing the way in which it works with its customers through the implementation of Supporting Lives Connecting Communities (SLCC) to embed the Care Act legislation, Integration with Health and Making Safeguarding Personal agendas. You will work as part of ASC Transformation team which is responsible for supporting social care practitioners in each local Area, to help them make the necessary changes to their practice.

We offer a supportive team environment and the chance to work in an innovative, forward-thinking service. In return we are looking for people who share our passion for leading the way on new approaches of providing social work services.

You will:

* Communicate information and support the change Management in Social Work Services Teams.
* Support operational Practitioners and Managers to deliver SLCC and implement Care Act 2014 changes, as per organisational guidance.
* Support the development of consistency between teams’ practice.
* Support the provision of high-quality learning and development opportunities for social care practitioners in each local Area.
* Support the development of service delivery.
* Respond to emerging directorate and corporate priorities.

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| **About the team**  |

The Learning Disability and Autism Team operates with a strengths-based approach, guided by the Signs of Safety and Wellbeing model. We focus on identifying and building upon existing strengths and support networks to help individuals achieve their goals and live more independently.

Our team includes a Team Manager, Senior Practitioner, Social Workers, and Independence and Wellbeing Practitioners. We are a passionate, welcoming, and supportive group, committed to making a positive difference.

We currently offer a hybrid working model, combining time at home with time in the office. Our management team is cohesive, forward-thinking, and dedicated to continuous professional development. We are proud of our reputation for driving service improvement and innovation.

At Suffolk County Council, we believe our staff are our greatest asset. By joining us, you’ll play a key role in helping us achieve our vision: enabling everyone in Suffolk to live long, healthy, and fulfilling lives while ensuring the most vulnerable are safeguarded.

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| **What you will be expected to deliver in the role** |

**Main Activities and Responsibilities:**

* Clarify key information relating to Care Act Implementation and SLCC practice: Identify ways to assimilate this information and disseminate effectively to practitioners and cluster managers and area managers.
* Promote best practice and provide professional support and practice guidance to social work practitioners with aspects such as:
	+ Knowledge – considering and using social work theories, understanding legislative frameworks.
	+ Skills – listening, asset-based conversations, outcome focussed conversations observation, writing reports and managing information, action learning.
	+ Values and Ethics – acting professional, adhering to principles SLCC, Care Act, personalisation, inclusion and anti-discriminatory practice.
	+ Social Work Process – quality of assessment, planning, intervention and evaluation in accordance to county policy and procedures.
* Identify learning and development needs for teams/services/ professional groups for which they are responsible and provide feedback to Workforce Development Team
* Supporting Social Work Management to ensure the organisation is self- aware of its strengths and development needs and that it is inspection ready
* Facilitate learning and development by developing tools, guides and sessions, coaching and mentoring approaches, providing peer supervisions and/or attending team meetings.
* Hold practice sessions, workshops or 1 to 1’s to focus on learning and development objectives.
* To develop practice related to local improvement plans based on audit findings and recommendations.
* Provide reports and data in relation to any learning and development activity for which they are responsible, including impact data.
* Evaluate impact and quality of learning and development activities.

**Level of Autonomy and Decision Making:**

* The post holder will be: self-motivating, able to respond to managerial briefing, work creatively and independently to research relevant information, devise programmes in response to need and report back to line manager and relevant others at regular intervals.
* The post holder is expected to work to a high level of autonomy but to understand when to consult with the line manager or other senior members of staff and to do so in an appropriate and timely manner.

**Current Objectives for the Job:**

* To work closely within the Area team and become a key representative for managers to share practice and process issues related to SLCC practice which is Care Act compliant as they arise.
* To establish and maintain good links with internal teams as above and work to reinforce central messages, embed learning and development opportunity to disseminate information directly to practitioner and feedback any conflict or barriers to practice that arise to the appropriate forum, Tier lead or Manager. Communicating solutions and clarity back to area team.
* Take lead in creating networks with partner agencies and facilitating meeting and links with cluster managers, so they can encourage shadowing, shared working or inviting representatives to team meetings.
* Work with the Transformation Team and Social work services Managers to develop a common and shared approach to managing change, monitoring the effectiveness of approaches and learning and development models adopted.
* To work closely with operational Senior Practitioners and Liquidlogic Development Manager to overseeing Liquidlogic data requirements.
* Undertake audits action issues such as Liquidlogic forms as such RFR forms, STEPs etc.
* To contribute to the development of consistent audit tools and to undertake regular themed audits of practice reporting into Locality management and SWS.
* To contribute to formal evaluations of service /practice developments.
* Develop strong links with practitioners and offer a number of different types of learning opportunities to engage with them and support them with changes arising from SLCC and the Care Act.
* When and where necessary to support inspection requirements in other directorates such as CYP which may have a multi-agency component”

**Unique Selling Points of the Job:**

* This is unique opportunity to be able to influence and support practitioners by providing the systems, processes and development opportunities needed to delivery good quality interventions that promote practice that puts the customer at the centre of the service, empowering them to seek solutions to improve the own health and wellbeing.
* The post-holder will contribute to shaping and re-shaping ACS and its partner’s response and practice to the changes required in the delivery of SLCC and the required compliance as made clear in the Care Act 2014.

Although this list provides examples of what you will be doing it’s not intended to be exhaustive, and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

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| **Person Profile – what you will bring to the team** |

**Qualifications and professional memberships**

1. Relevant professional Social Work, Occupational Therapy or similar health or social care qualification to degree level, or equivalent, with evidence of continuous professional development.
2. Social Work England or relevant other registration.
3. Practice Teaching Award. (Desirable)
4. Substantial post-qualifying training. (Desirable)
5. Experience of a range of innovative learning techniques and delivery of training and development sessions. (Desirable)

**Values and personal qualities**

1. Demonstrates a passion for making a positive difference for Suffolk.
2. Shares our [[WE ASPIRE](https://www.suffolk.gov.uk/jobs-and-careers/working-for-suffolk-county-council/our-weaspire-values/)](https://www.careers.suffolk.gov.uk/home/about/our-values) Values and strives to lead by example in relation to these.
3. A strong commitment to fairness and Equality, Diversity and Inclusion (EDI).
4. Strives to continuously improve in everything they do, taking the initiative to learn and develop.
5. Brings creativity into their work through innovation and openness to change.
6. Collaborates well with others and offers assistance and support to colleagues.
7. Creative and flexible thinker
8. Preparedness to get involved in a wide range of tasks and projects, some of which may involve developing knowledge, experience and skills outside of current experiences.

**Specialist knowledge skills and experience**

1. Excellent knowledge and in-depth understanding of the process of assessment of people’s needs and how funding is allocated to meet their needs.
2. Excellent knowledge and in-depth understanding of Social Work Services including the practical application of relevant legislation especially the Care Act and SLCC practice guidance.
3. Evidence of relevant and continuous professional development.
4. Knowledge of safeguarding processes and procedures.
5. Ability to keep abreast of changing legislation, policy and procedure and implement changes in own and others working practises accordingly.
6. Ability to assimilate complex information and disseminate effectively.
7. Good knowledge and understanding of IT and recording.
8. Knowledge and understanding of inclusion, equality, anti-discriminatory practice and its implications for workforce development practice.
9. Ability to work effectively and support others in a changing working environment.
10. Commitment to inter agency working.
11. Experience of outcome focussed approaches and solution focussed delivery.
12. High level of presentation skills using a range of styles dependent on needs of audience.
13. Good communication skills.
14. Ability to handle change well and help others to do the same.
15. Ability to effectively advise and guide customers, staff, and other agencies.
16. Ability to work as part of a team and help to lead the Area through being a good role model to staff.
17. Ability to impart high level of practice skills to other staff.
18. Research skills - alternatives for service provision, equipment costs etc.
19. Problem Solving - resolving complex and contentious system, process and practice issues.
20. Negotiation skills - colleagues and other professionals to support customers obtaining their desired outcomes.
21. Good IT skills e.g. use of email and Liquidlogic.
22. Ability to challenge poor practice using evidence base, relevant SCC policies and procedures and good judgement on how to involve operational managers.
23. Ability to take a leadership and facilitator role in team learning and development.
24. Ability to work with and support others working with teams to support delivery of good social work practice.
25. Substantial post qualification practice experience.
26. Direct experience of SLCC model of work.
27. Creativity – proven ability to accurately interpret information relating to policy and procedures, creative ways of meeting needs etc.
28. Experience of working on own initiative and making informed decisions.
29. Experience of dealing with competing deadlines and demands from a range of colleagues.
30. Ability to lead/take decisions in situations where there is no clear direction/certainty.
31. Experience of handling change well.
32. Evidence of good practice development. (Desirable)
33. Experience of supervising staff or supervision training. (Desirable)
34. Expertise in and theoretical knowledge in delivery of quality learning and development experiences. (Desirable)
35. Ability to assist the Cluster Manager and Operational Senior Practitioners with the resolution of team problems through persuasion, negotiation etc. (Desirable)
36. Good literacy skills to enable the writing of reports, guides, letters, emails etc. (Desirable)
37. Proactive approach to work, taking initiative when required. (Desirable)
38. A positive ‘can do’ attitude to new challenges. (Desirable)

**Additional requirements**

1. Flexibility.
2. Willingness to undertake training and development.
3. A DBS check will be undertaken for the successful candidate.
4. Non-Police Personnel Vetting check may be required depending on location.

If you think you have what it takes to be successful in this role, even if you don’t meet all the criteria, please apply. We’d appreciate the opportunity to consider your application.

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| **Travel requirements** |

On occasions, there may be a requirement for you to travel using reasonable and suitable means available to you.

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| **Our values – WE ASPIRE** |



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our WE ASPIRE values.

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| **Our Customer Commitment** |



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

For more information, view our [**Customer Commitment poster.**](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)

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| **More information for recruitment applicants** |

We offer a fantastic working environment including diverse and active staff networks,

great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents.

Visit the [**Suffolk County Council career website**](https://www.careers.suffolk.gov.uk/) to learn more, including information about adjustments to recruitment processes, our interview schemes and other commitments to equality, diversity and inclusion.