



## Cumberland Council

### Post Specification

Date	April 2023
PG Number	5741
Post Title	Advanced Practitioner
Job Family	People Care and Development
Job Family Role Profile	PCD14
Final Grade	Grade 15

To be read in conjunction with the job family role profile

Service Area description	
Children's Services	
Purpose of this post	
<ul style="list-style-type: none"><li>To support managers, social workers and child support workers in respect of the management of complex, high risk work.</li><li>To develop, promote and support best practice social work standards within a district or service area.</li><li>To work at any one time on 3 complex cases.</li></ul>	
Key job specific accountabilities	
<ol style="list-style-type: none"><li>Provide guidance, consultation, coaching and mentoring for Children's Service, social workers, support workers, adoption and fostering support workers, students, ASYE, external professional and assisting in the development of CPD. Including where appropriate co-working.</li><li>To assist team managers in the identification and management of risk within individual and multi agency contexts.</li><li>To lead in districts or service areas in developing and promoting good. effective forensic and reflective social work practice in accordance with social work core values and the professional capabilities framework.</li><li>To be open and engage in peer support and challenge to be able to work effectively as a member of a team.</li><li>To network in order to share skills and knowledge to develop confidence and competence with other professionals across all agencies to identify gaps in provision and promote and guide positive approaches in working with children and young people and families and carers.</li></ol>	
Please note annual targets will be discussed during the appraisal process	
Key facts and figures of the post	
Budget Responsibilities	<ul style="list-style-type: none"><li>Accept budget and finance responsibilities to ensure services work within agreed budget and within corporate policy guidelines and practice.</li></ul>
Staff Management Responsibilities	<ul style="list-style-type: none"><li>Provide supervision in respect of mentoring, coaching, and co-working.</li></ul>

Other	•
Essential Criteria - Qualifications, knowledge, experience and expertise	
1. Qualifications/Training	
<ul style="list-style-type: none"><li>• GSCC Registration Competencies</li><li>• CQSW/CSS/DipSW</li><li>• Evidence of continuing professional development in social care/social work post qualification.</li></ul>	
2. Relevant Experience	
<ul style="list-style-type: none"><li>• Experience in work with children and families, pre/post or during qualification</li><li>• Experience in child protection</li></ul>	
3. Knowledge •	
<ul style="list-style-type: none"><li>• Knowledge of Assessment and Case Management Processes and outcome based planning</li><li>• Knowledge of relevant legislation</li><li>• Knowledge of Children's Services assessment tools</li></ul>	
4. Skills/Ability	
<ul style="list-style-type: none"><li>• Ability to work as part of multi-disciplinary team with internal and external colleagues – sharing and co-ordinating resources</li><li>• Ability to plan work and meet deadlines</li><li>• Ability to produce clear written reports</li><li>• Work directly with vulnerable children</li><li>• Liaise with external and internal partners on day-to-day service issues.</li><li>• Clear and concise verbal skills with children and adults</li><li>• Ability to assess and manage some risk effectively</li></ul>	
5. Personal Skills	
<ul style="list-style-type: none"><li>• Professional integrity, reliability and consistency</li><li>• Explicit use of social work values e.g. ability to work in a non- discriminatory manner, respecting individual's rights and choices May 2011</li><li>• Ability to work under pressure and emotional stress effectively</li></ul>	
6. Special Circumstances/ Other	
<ul style="list-style-type: none"><li>• Ability to undertake extensive travelling in the designated area.</li><li>• Flexible working hours</li></ul>	
Disclosure and Barring Service – DBS Checks	
<ul style="list-style-type: none"><li>• This post does not require a DBS check.</li><li>• The level of check required is:<ul style="list-style-type: none"><li>○ DBS Enhanced Children and Adults</li></ul></li></ul>	
Job working circumstances	
Emotional Demands	<ul style="list-style-type: none"><li>• Significant/regularly</li></ul>
Physical Demands	<ul style="list-style-type: none"><li>• Normal</li></ul>
Working Conditions	<ul style="list-style-type: none"><li>• Mostly protected, indoors/travelling.</li></ul>
Other Factors	
<p>Practice Standards - Along with the key responsibilities Advanced Practitioners will:</p> <ul style="list-style-type: none"><li>• Undertake a quality assurance role i.e. completing audits, quality assure reports, assessments.</li><li>• Support ASYE to complete portfolio's and supervising ASYE in respect of the theoretical, research and observational parts of the ASYE programme. Team managers will retain the case management responsibility of individual cases. Advanced Practitioners will be providing supervision in respect of mentoring, coaching, co-working but not the decision making.</li></ul>	

- Chair strategy meetings, core groups, Leaving Care reviews and matching meetings. This list is indicative not exclusive and other duties/activities will be at the discretion of the team/service manager.
- Allocate and sign off work to keep on top of the duty system, prioritise work. This will be at the discretion of team managers/service managers.
- Assist with the performance of individuals through informal/formal action plans at the discretion of team/service manager.
- Link with principal social worker or team or service development including work modelling, and demonstrating expected behaviours of the Council and HCPC.