

Post Specification

Date	April 2023
PG Number	3000
Post Title	Advanced Practitioner – Social Work
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

Purpose of this post

To work in a District or Locality team to undertake assessments and deliver appropriate person centred support and outcomes for members of the public in Cumbria who have social care needs.

To provide personalised support to optimise individual's wellbeing and or skills. To work with stakeholders for better outcomes for the people of Cumbria.

To advise on developing and delivering complex service / support to individuals and groups to improve community capacity and/or customer wellbeing and /or skills

The practitioner will manage a complex and high risk case load and be responsible for coordinating outcomes for the individual which promote independence, choice and control, whilst assessing and managing risk and operating within defined financial boundaries.

The post holder will be expected to have specialist knowledge within their field of the 'assets' within the local community and enable individuals to access 'natural' and preventative sources of support, as well as services from other agencies. A strength-based approach should be used to optimise the individual's potential and social circumstances.

Working within a multi-disciplinary and multi-agency environment, the post holder will utilise their skills and competencies in the delivery of person-centred support approaches.

The post-holder will work with significant autonomy, developing effective approaches in the management of complex case-work

The post holder is expected to case supervise others within the same profession and to work effectively with internal and external partners. To act as the day to day point of contact for others within the team to support the team manager in maintaining service delivery.

The post holder will actively promote the work of the Cumbria County Council, internally and externally, on the development and delivery of continuously improving modern and competitive services for the people of Cumbria.

Key job specific accountabilities

1. To undertake complex person centred social work assessments with individuals and their carers, ensuring the development and delivery of personalised support to meet the Council's statutory obligation for the protection and support of adults who have social care needs.
2. Providing timely advice, guidance and direct support and a range of person-centred interventions, including but not limited to:
 - Advocacy
 - Complex Capacity assessments
 - Complex Best interest decisions-
 - Crisis intervention
 - Promote positive risk taking
 - Upholding social justice for individuals and communities
 - Chairing multi-disciplinary meetings
 - Chairing Safeguarding meetings
 - Complex Court work
3. Contribute to developing professional practice by working collaboratively with a wide range of stakeholders, including internal and external stakeholders and senior colleagues.
4. To review complex individual support plans, monitor outcomes and recommend any necessary adjustments utilising audit measures to support evidence based practice, ensuring the most effective support for personalised outcomes.
5. In collaboration with customers, carers and others, implement the approaches of Personalisation through the use of mechanisms such as Personal budgets, individual service funds and direct payments.
6. Work with relevant professionals, internal and external partners, within a given locality or district to ensure that assessment and appropriate support and care delivery services are as seamless and timely as possible. This will require knowledge of the assets and services within localities to meet the outcomes identified for those requiring support. Working with providers to ensure quality service and outcomes for those requiring support.
7. Practice within the relevant national legislation, professional standards of practice and organisation policies and procedures and ensure compliance with care/clinical governance principles.
8. To ensure the effective implementation of the Safeguarding Adult Policies and Procedure and support the Local Authorities statutory Duty under the Care Act. This will involve knowledge of the 6 core principles of Safeguarding Adults and the implementation of Making Safeguarding Personal to promote the wellbeing of people by following established procedures to ensure the personal protection and safety of adults at risk This will involve an ability to lead, assess, plan and review the support to promote the safeguarding of vulnerable adults providing advice and guidance to other staff and colleagues.
9. To lead internal multi-disciplinary team discussions, prioritising and triaging cases, in order to allocate work appropriately. Providing professional advice, guidance and support to other colleagues.
10. To prioritise and manage a complex caseload, and deal effectively with communications and situations. Including working with people in complex and contentious circumstances, who live with high levels of risk. Making professional decisions on the management of risk, and where necessary seek guidance and support of more senior staff and engage the wider multi-disciplinary agencies/resources as required and appropriate.
11. Demonstrate effective communication skills including an ability to discuss and explain sensitive information with customers and carers, and produce clear accurate and factual written reports and records in a timely manner. These records must also clearly illustrate the decision making rationale.

12. To seek opportunities for personal development through identified CPD activities and maintain professional standards which are required to meet registration with the appropriate body .Use opportunities in developing professional practice by collaboratively working with a wide range of stakeholders including senior colleagues.
13. To exercise individual professional autonomy in relation to decision making and reflect this clearly in all recording and correspondence, with reference to relevant practice guidelines

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	Working with internal and external colleagues, researching and making recommendations, to ensure appropriate sharing and coordinating of resources where applicable.to ensure services work within agreed budgets and both corporate and statutory policy guidelines and practices.
Staff Management Responsibilities	To act as a mentor and support and offer guidance regarding practices, policies and procedures to team members, students, less experienced staff and other professionals from external agencies as appropriate. Supervision and appraisal of qualified and unqualified staff. To lead and support development for newly qualified Social Workers. Support the team manager with supervisions, performance management and recruitment.
Other	To make the most effective use of available resources, particularly those which lie within local communities.

Essential Criteria - Qualifications, knowledge, experience and expertise

- Accredited Social Work Degree or equivalent Professional Social Work qualification
- Registration with appropriate professional body
- Evidence of ongoing professional development/CPD within the last 2 years
- Evidence of successful completion of ASYE or the ability to demonstrate significant experience in equivalent Post Qualification level.
- Knowledge and application of departmental and council objectives and initiatives
- In depth knowledge and understanding of own professional area of practice and issues within Adults Services
- Evidence of extended relevant working experience including Independent assessment and delivery of support
- Understanding and application of theoretical approaches, practices & procedures relevant to customers, carers, professional colleagues
- Knowledge of National Policies and legislation relevant to area of work.
- Experience of case-load management and planning/implementation of interventions for allocated cases
- Having an awareness and understanding of risk with the ability to assess, manage, escalate appropriately and balance with safety
- Ability to influence people to change and to make difficult decisions
- Change management within a positive framework, timescales and budget
- Demonstrate significant experience of leadership skills
- Proven ability to demonstrate sound judgement and autonomy of decision making in highly unpredictable situations.
- Good interpersonal skills including negotiating, conciliating, people management, written and verbal communication and motivational skills
- Ability to create innovative, person centred solutions with individuals and their carers
- Ability to create and maintain a culture that enables and empowers staff and individuals alike
- The ability to plan interventions to be implemented for customers individually
- Ability to plan and prioritise casework for self and others.
- Good time management/punctuality and the ability to work to deadlines within the allocated resources
- Ability to network effectively with multi-disciplinary organisations
- Demonstrable information technology skills/competencies.

<ul style="list-style-type: none"> • Ability to identify and challenge inappropriate practice 	
Disclosure and Barring Service – DBS Checks	
<ul style="list-style-type: none"> • This post requires a DBS check. • The level of check required is: <ul style="list-style-type: none"> ○ DBS Enhanced – Adults 	
Job working circumstances	
Emotional Demands	Job related actions will periodically cause genuine distress to others or in major conflict with their wishes.
Physical Demands	Normal requirement for county wide travel and carry laptop and small pieces of equipment
Working Conditions	Specific abusive language and aggressive behaviour witnessed regularly, directed at postholder occasionally. Working in an uncontrolled, challenging environment, in individuals homes Lone working required
Other Factors	
Ability to travel extensively throughout the County Some longer journeys for staff visiting people placed out of county. Flexible working and home visits required	