



## JOB DESCRIPTION

<b>Job Title</b>	Professional Practitioner - Family Intervention		
<b>Directorate</b>	Children, Families and Education		
<b>Reporting to</b>	Senior Professional Team Leader - Family Intervention		
<b>Grade</b>	10		
<b>Evaluation ref:</b>	AG1002	<b>Job Family ref:</b>	
<b>Role Purpose</b>			
<p>The purpose of the Fostering Intervention Team (FIT) is to work with children who live within fostering and kinship families to ensure stability of the arrangement, prevent disruption of the home, and retain carers capacity to care, engaging in a variety of ways to improve outcomes for children. The role of the Professional Practitioner is to manage and supervise to worker within the FIT to ensure that they are meeting the needs of our children and their carers in a timely and purposeful way, can meet the demands of the service, keeping children's needs at the centre.</p>			
<b>Accountabilities</b>			
<p>Use appropriate techniques and best practice to make robust ongoing holistic, professional assessments of allocated children, young people and their families/carers to reflect individual circumstances including assessment of risk of harm and risk of serious harm to and from the child together with their vulnerability, to ensure intervention with children and young people is as effective as possible. Deliver a range of interventions and activities where required which are underpinned by evidence-based practice.</p> <p>Keep accurate and timely records and to provide information, written assessments, reports or other document to support multi agency partnership working to enable decision making in respect of service users.</p> <p>Ensure that Family Intervention Team good practice reviews, dip samples, audits and evaluations are conducted in line with the quality assurance process with a view to constantly reviewing and developing team and individual practice.</p> <p>Work with a range of multi-agency partners to ensure meaningful intervention, safeguarding and protection of children and young people with additional and/or complex needs and to maximise the effectiveness of available resources through provision of expertise on a needs-led, intensive basis, which does not build in reliance upon services but encourages and builds sustainability and family self-reliance.</p> <p>Communicate with and influence the decision making and resource provision of partner professionals/agencies as well as seeking to influence the behaviour of service users and their families.</p>			

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Establish appropriate professional relationships with service users, their families, carers, other professionals and agencies to enable effective partnerships in the provision of services. Maintain a child centred approach focussing on the need to manage risk of harm, reduce vulnerabilities and work towards sustainable positive change where families become self-sustaining and there is a reduced demand on services in that family.

Build upon existing skills, knowledge and practice with research and training to develop individual skills and work with Senior Professional Team Leaders to appraise new approaches and to embed improvements in service provision and delivery. As part of this, act as a Family Intervention Team Point of Knowledge expert for a specific/thematic area of work such as Physical Health, Emotional Health and Wellbeing, Domestic Abuse, Education Training and Employment, Adolescent Parenting or any other area relevant to FIT work/intervention.

Alongside the Senior Professional Team Leader contribute to the development of specific child and adolescent programmes of work such as DDP informed interventions, Theraplay and Non-Violent Resistance parenting amongst others. Ensure staff are trained and appraised in the use of programmes and that a regular cohort of staff receive appropriate training and opportunities to roll out new skills and knowledge learned.

Alongside the Senior Professional Team Leader, supervise a team of Family Intervention Workers (FIWs) to ensure that services are delivered to children, young people and their families/carers in accordance with best practice and local policy and protocols. Lead, manage and review the quality of work delivered by FIWs under their supervision and within the team generally and support the Senior Professional Team Leader in any sickness, capability or disciplinary processes as necessary.

Act as a case holder and beacon of good practice for the most complex cases. Provide information, advice and support to FIWs on cases held by them, and where indicated, conduct joint visits in a supervisory capacity to develop the skills, experiences and knowledge of FIWs.

Act as a lead worker on the development and roll out of the Rapid Response out of hours service which will include on call and call out duties.

### Knowledge / Experience / Skills

	Essential	Desirable
<b>Knowledge</b>		
Understanding of fostering and kinship care and ability to engage carers to meet diverse and complex needs of children.	X	

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Awareness of factors leading to foster placement breakdown and strategies to prevent disruption.	X	
Strong ability to work in partnership with children, young people, foster families, and professionals to assess, plan, and respond to needs and risks.	X	
Good understanding of child development and confidence in direct work with children.	X	
Knowledge of community and partner resources to support access to services.	X	
<b>Experience</b>		
Proven experience working with families, foster carers, and/or kinship carers in a multi-agency context.	X	
Experience supporting children and young people, including those with challenging behaviour, and managing crisis situations.	X	
Experience contributing to planning, delivery, and review of services for families/carers.	X	
Skilled in managing risks and safeguarding in line with policy.	X	
Experience using ICT systems for case recording.	X	
Experience supporting carers with trauma-informed and therapeutic parenting approaches.		X
Background in youth work, education, residential care, or similar.		X
Experience contributing to multi-agency meetings (e.g., Team Around the School).		X
<b>Qualifications / Registrations / Certifications</b>		
Minimum of 5 GCSEs (A–C) or Level 3 equivalent.	X	
Relevant qualification in working with parents (e.g., City & Guilds Work with Parents Level 3 or equivalent).	X	
Evidence of continuing professional development.	X	
Training or experience in mediation.		X
Safeguarding/child protection training.		X
Relevant Level 4 qualification.		X

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Training related to trauma, additional needs, or supporting foster carers.		X
Evidence of CPD commitment.		X
<b>Skills</b>		
Competent in using electronic databases for case recording.	X	
Strong communication skills with sensitivity to families with complex needs.	X	
Ability to adapt communication styles for clarity and transparency.	X	
<b>Working Conditions</b>		
<b>Dimensions of the role</b>		
<b>Working Arrangements</b>		
Somerset Council's Dynamic Working Strategy will be applied to this position.		
<b>Corporate Accountabilities</b>		
<p>Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise.</p> <p>Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.</p>		

Date: