



# Advanced Practitioner – Social Worker – Neighbourhoods Adults and Health Job Reference: SCC04846/FG

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If you are interested in finding out more before applying, please get in touch with Janet Hardy on [janet.hardy@somerset.gov.uk](mailto:janet.hardy@somerset.gov.uk)

If you have any questions about the benefits we offer, or our recruitment process, please contact our Recruitment Team on [recruitment@somerset.gov.uk](mailto:recruitment@somerset.gov.uk) or telephone on **01984 600211**.

We will notify you by email if you have been selected for interview or have been unsuccessful on this occasion. Please check that the automated email has not gone in your junk mail folder before contacting us.

When completing your application/CV please provide your full employment history and ensure that any gaps in employment are explained. Please start with your current or most recent employment.

# What You Will Be Good At

## Work Experience Knowledge & Skills

### Essential

- Extensive knowledge of social work practice, with an emphasis on risk management, with adults of any age who have physical, sensory, learning disability, dementia, or other long-term conditions
- Extensive experience in supporting staff with complex case casework, including chairing relevant meetings, following agreed procedures, and resulting in robust action plans with defined timescales.
- Extensive working knowledge of SCC 's policies in relation to supervision and performance review and proven experience in their application.
- Good understanding of the practical application of all relevant Social Care legislation and proven track record of supporting staff with statutory requirements.
- Understanding of system thinking, used to reduce demand and costs.
- Experience of operating within a budgetary framework and an understanding of the relationship between this and managing demand.
- Model and promote confident and critical application of professional ethics to decision-making, using a legal and human rights framework, and support others to do so
- Model and promote a culture which encourages reflection on the influence and impact of own values on professional practice
- Demonstrate confident leadership, management and arbitration of ethical dilemmas, providing guidance and opportunities for the professional development of others
- Promote people's rights to autonomy and self-determination, supporting, challenging and guiding others as appropriate
- Provide critical reflection, challenge and evidence-informed decision-making in complex situations

- Routinely provide professional social work opinion, based on clear rationale and advanced professional knowledge.
- Demonstrate knowledge of appropriate legal and policy frameworks, case law and the application to social work practice. Seek appropriate legal advice and apply legal reasoning, using professional expertise.
- Demonstrate and apply to practice a working knowledge of human growth and development throughout the life span recognising the impact of relationships, psychological, socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice
- For customer facing roles, the ability to speak fluent English as stated in Part 7 of the Immigration Act (2016).

## Qualifications

### Essential

- Social Work qualification alongside current and valid registration with Social Work England.
- Evidence of Continued Professional Development.
- Holding or working towards Post Qualifying Professional Standard

## Personal Attributes

### Essential

- Work autonomously and as part of a team, understanding and appropriately developing the scope of professional practice to create new ways of working for the benefit of those who access services, their families, and their carers.
- Recognise how systemic approaches can be used to understand the person in the environment and inform practice.
- Exercise professional judgement to manage risk, including positive risk-taking, especially in complex and unpredictable situations, and support others to do so.
- Demonstrate a critical knowledge of the range of theories and models of intervention for individuals, families, children, groups and communities
- Awareness of changing contexts at local, national and organisational level and the implications for practice

- Promote, articulate and support a positive social work identity, promoting strategies for collaboration and a supportive team culture
- Anticipate and begin to contribute to change management in the social work context
- Demonstrate personal and professional resilience showing confidence about your role in the team, work positively with others and contribute to team working by developing a learning environment for self, teams and colleagues
- Able to demonstrate awareness of own professional limitations, personal values and knowledge gaps, to critically reflect on the influence and impact on professional practice and engage in regular supervision to improve practice and career development
- Advocate for, and facilitate the creation of, a culture in which everyone is encouraged to reflect and learn (including from mistakes), to receive and give constructive feedback and to learn from and with each other.
- Access to / use of a vehicle is an essential requirement

All disabled applicants meeting the essential criteria will be interviewed.



# What You Will Deliver

## Key tasks and responsibilities:

This post holder will be required to manage and deliver operational services within a small, specified neighbourhood or Locality area providing professional high-quality leadership to ensure professional social work practice across Adult Social Care.

- Support adults in their community to remain independent for as long as possible because we help their families and local communities give them the support, they need to reduce the risk of them losing their independence.
- Deliver care or support, when people do need it, through high-quality, joined-up social care, health, and wellbeing services. These services will enhance rather than replace their existing informal support networks.
- Support people out of hospitals in a timely manner and prevents admissions by using their own and the community's assets to enable them to return home.
- Give people control of the care and support services they receive so that these are delivered where, when, and by the people they want, and they achieve the outcomes that are important for them.

Deliver service standards determined by the key principles of The Care Act and relevant professional codes of practice focusing on:-

- promoting wellbeing and independence.
- reducing or delaying the need for long-term support.
- enabling people to achieve their desired outcomes.
- carrying out timely and robust personalised assessments and reviews.
- safeguarding vulnerable adults in all that we do.

The postholder will act as an Advanced Practitioner in one of the following areas:-

- Neighbourhoods
- Intermediate Care
- Mental Health Social Care
- Community Learning Disabilities and Autism
- Hospital Interface Service

- Mental Health In-Patient Service
- Safeguarding
- Preparing for Adulthood
- Peripatetic

Key results area	Accountability
<b>Operational Delivery</b>	<ul style="list-style-type: none"> <li>• Contribute to developing, managing, monitoring, and auditing of performance and quality indicators of the identified service area so that they become an integral part of team improvement to help deliver better outcomes to individuals and communities.</li> <li>• Alongside the Service Manager build a high performing team, deploying staff according to service requirements taking account of skills, experience, professional qualifications, and development opportunities</li> <li>• Have oversight of and be involved in complex cases when appropriate/required. This might be joint working, one-off assessments/reviews, or holding cases with agreement by Service Manager.</li> <li>• Identify and appropriately report children and adult safeguarding concerns, liaising with key agencies to gather information.</li> <li>• Work with a range of legal interventions and departmental policies and procedures to support outcome-based planning for adults and their carers/families.</li> <li>• Provides high quality regular supervision and appraisals, to qualified workers within the team to ensure practice is safe, legal and high quality.</li> </ul>
<b>Subject Matter Expert</b>	<ul style="list-style-type: none"> <li>• Ability to provide advanced decision making, problem solving and advice to the Social Care workforce in relation to practice issues.</li> </ul>

	<ul style="list-style-type: none"> <li>• Undertake a lead role in the team to ensuring an efficient response to referrals for the Department's services, coordinating assessments, risk assessments, case planning and review processes.</li> <li>• Be a lead practitioner in all aspects of safeguarding adults.</li> <li>• Support social workers to make applications to the Court of Protection on behalf of the Council where necessary to do so.</li> <li>• Act as source of expertise and knowledge for other social care and occupational therapy staff, coaching, mentoring, joint-working and leading case discussion as required.</li> <li>• Responsible for analysing complex information gained from professional assessment, drawing clear conclusions, and making recommendations concerning services that are available to support the ongoing needs of a vulnerable adult, relative or carer.</li> </ul>
<p><b>Service Development</b></p>	<ul style="list-style-type: none"> <li>• Undertake a lead role in the team to implement agreed local and national service developments, using good evidenced based practice based on current research.</li> <li>• Initiate and participate as required in any review of quality standards or professional practice and implement actions and improvements as appropriate in line with social care governance</li> <li>• Respond constructively to queries and complaints, and support others to do so.</li> </ul>
<p><b>Financial/Budget Management</b></p>	<ul style="list-style-type: none"> <li>• Support the Service Manager to control a devolved budget within agreed financial parameters. Work with the team to maintain effective information and</li> </ul>



	<p>administrative systems that support and monitor the work of the local team.</p> <ul style="list-style-type: none"> <li>• Use delegated authority to make purchases to agreed limits where necessary.</li> <li>• Responsible for an agreed financial authorisation level for personal budgets following assessment of need and support plan under the Care Act 2014.</li> </ul>
<b>Performance Frameworks</b>	<ul style="list-style-type: none"> <li>• Understand and use performance data to compare your services both locally and nationally using this to improve your area.</li> <li>• Maintain a high standard of report writing and give evidence in court in relation to private and public proceedings as required, including providing support to others to do so.</li> <li>• Responsible for undertaking Audits</li> <li>• Working in collaboration with the Service Manager to develop Service/Locality workplans that will inform the operational practice of the team.</li> </ul>
<b>Team Management</b>	<ul style="list-style-type: none"> <li>• To support the Service Manager in the Leadership and management of the teams, ensuring effective operations in planning, team development, human resources and staff development, and financial oversight.</li> <li>• Work in collaboration with the Service Manager in the preparation of social work development reviews and identification of staff training needs and in providing induction programmes for new staff.</li> <li>• Working alongside the Service Manager, staff, and a broad range of colleagues to contribute towards the delivery of a consistent, effective, and efficient service.</li> <li>• As directed by the service manager, formulate and lead on the achievement of specific objectives aligned to local, regional,</li> </ul>

	<p>and national strategic direction, to facilitate a high-performance team focused on the needs of the people and populations who access services, their families, and their carers</p> <ul style="list-style-type: none"> <li>• Provide professional, reflective supervision using critical reflection and a range of other supervisory techniques.</li> </ul>
<b>Assessment/Inspection of work of others</b>	Proactively participates in audits and assurance activities to ensure high quality, safe and legal practice.

**Further information specific to this job:**

- Supervision responsibility of up to 7 social workers
- Carry out all duties in accordance with professional codes of practice, legislation, regulation and Council Policies and Procedures.
- Budget management
- Currently operating through a Hybrid model, depending on the service area.
- The successful candidate has a responsibility for promoting and safeguarding the welfare of the vulnerable people they are responsible for or come into contact with.
- Somerset Council is subject to Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English will be an essential requirement for customer-facing roles.
- This job requires a criminal background check (DBS) via the disclosure procedure.

## What We Will Offer You in Return

<b>Salary and grade:</b>	Grade 9, between £39,186 to £43,421 per annum  Appointments are normally made at the bottom of the salary scale.
<b>Contract type:</b>	Permanent
<b>Location:</b>	Somerset – we have positions in the following locations: <ul style="list-style-type: none"><li>• Mendip</li><li>• South Somerset</li></ul>
<b>Hours of work:</b>	37 hours per week. These will be in agreement with the line manager.
<b>Annual leave:</b>	For this grade: <b>30 days.</b>  This is inclusive of two statutory days. In addition, there are 8 bank holiday days.  Please note, the amount stated will be pro-rata for part-time and fixed term contract posts.  The annual leave year starts on 1 <sup>st</sup> April.
<b>Probationary period:</b>	The appointment will be subject to a probationary period of 6 months. Internal applicants who have already completed their probationary period would not normally be expected to complete this again.
<b>Notice period:</b>	Following completion of the probationary period, this post will be subject to a notice period of three calendar months on either side.