

JOB DESCRIPTION & PERSON SPECIFICATION

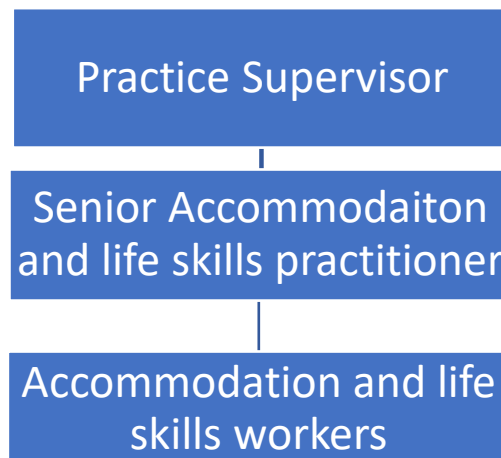
Director Area: Children's	Job Ref Number: 04404
Service Area: Leaving Care Service	Grade: G9

Job Title: Senior Accommodation and life skills practitioner

PURPOSE OF JOB:

To provide prevention and intervention leadership in respect of homelessness and housing instability for care experienced young people. To lead, support and supervise Accommodation and life skills Workers to deliver high-quality accommodation and life skills support to care experienced young people and ensure their voices and rights are heard and upheld. To support the development of integrated accommodation services, working closely with partners to improve outcomes and promote evidence-based practice.

TEAM STRUCTURE:



MAIN DUTIES:

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| 1. | <p>To manage and lead a team of Accommodation workers.</p> <p>They will be expected to manage their own time and deliver objectives and targets ensuring the development of professional practice and updating personal knowledge of local and national initiatives linked to area of work. This can include autonomous working as a requirement of the delivery of services.</p> |
| 2. | <p>The post holder will be expected to work flexibly, possibly outside of office hours, which at times may include evenings and weekends. Travel between localities may be necessary as workload dictates. Working away from the office at housing authorities, young people’s homes and other partner agencies bases will be required. A current driving licence and the ability to travel across the county is required.</p> |

3.	Contribute to the Council's statutory obligations and where appropriate any national and local performance indicators and ensure Council resources are optimised and utilised effectively and efficiently. Ensure the way in which resources within the area of responsibility are managed reflects the agreed culture and style and standing orders of the County Council.
4.	Deliver excellent customer service, incorporating the Council's equality and diversity objectives and supporting the council to achieve best practice in all it delivers. Create a positive image of the County Council as an employee.
5.	Within the service model contribute to the development of other team members through co-working, mentoring and observation.
6.	Supervise a team of Accommodation and life skills Workers ensuring care experienced young people's needs are assessed, reviewed and met in line with pathway plans and safeguarding responsibilities.
7.	Provide day-to-day leadership, expert advice and guidance to staff and support service delivery priorities.
8.	Support and supervise accommodation and life skills workers with complex cases including homelessness, risk of homelessness and possible safeguarding concerns.
9.	Lead on communication and escalations with senior professionals within the district councils or partner teams to ensure the voice of care experienced young people are heard and the housing joint protocol is adhered to.
10.	Monitor team performance, gather and review data and promote quality standards and compliance in line with set expectations and timescales.
11.	Develop and maintain relationships with local district councils, accommodation providers, landlords and partner agencies such as police, health organisations and adult social care
12.	Contribute to service development, data analysis and continuous improvement.
13.	Ensure effective use of resources, promote and uphold decisions that create value for money within the service.
14.	Promote equality, diversity and excellent customer service aligned to LCC's core values.
15.	To demonstrate excellent communication skills and an ability to work with partners/agencies on policy and decision making.
16.	Demonstrate excellent organisational and time management skills to support data recording and statutory timescales.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
QUALIFICATION/EXPERIENCE			
Relevant Level 4 qualification or equivalent experience	*A	*	
Minimum 2 years experience in housing or accommodation services	*A	*	
Experience of working with commissioned services and contracted providers.	*A		*
SKILLS			
Experience and of knowledge working with care experienced young people	I		*
Confidence in communicating with young people and adaptable interpersonal skills, patience and understanding compatible with the needs of all young people	*A/I	*	
Knowledge of safeguarding and risk management	I	*	
Experience of leading and supporting staff and partners organisations.	I	*	
A good knowledge of the risks and vulnerabilities applicable to care experienced young people.	*A/I	*	
Able to work as part of a team and provide coaching and mentoring within a professional development role.	*A/I	*	
Experience of working with systems for referral, identification of need and assessment etc.	*A/I		*
Knowledge/understanding of aims and objectives of homeless legislations and the duties of district councils to care experienced young people.	*A/I	*	
Demonstrate high level organisational skills and the ability to prioritise high demands.	I	*	
Ability to communicate at a high level orally and in the written form including report production and presentation skills in formal settings.	*A/I		*
Understanding of ethical issues surrounding work care experienced young people and the importance of maintaining professional boundaries.	I	*	
Committed to the provision of a service based on equality of opportunity, inclusion, partnership and co-operation	I	*	
Able to reflect on own practice and with a positive approach to own professional development	I	*	

The specific knowledge, skills and abilities required will vary depending on the needs of the role. Specific posts may necessitate advanced specialist knowledge and skills. Post holders should be comfortable working with ambiguity and uncertainty.	*A/I		*
Current driving licence and use of a car.	*A	*	
Training and experience in using Signs of Safety methodology	I		*

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.