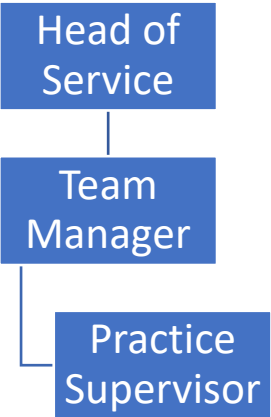


JOB DESCRIPTION & PERSON SPECIFICATION	
Director Area: Finance & Public Protection	Job Ref Number: 5110
Service Area: Youth Offending	Grade: 11
Job Title: Practice Supervisor - Youth Offending	
PURPOSE OF JOB: Contribute to the delivery of services for area of responsibility. Assist, as appropriate, with: • Providing an integrated approach to performance management, quality standards and service delivery • Embedding new ways of thinking and working • Developing and maintaining strong, positive working relationships with commissioners, their teams/partners and across service areas as appropriate Continuously look for synergies and efficiency savings across area of responsibility. To provide supervision and direction to a multi-agency team of Youth Offending Service practitioners in the delivery of statutory and non-statutory youth justice interventions. To develop practice skills through supervision, coaching and joint working to contribute to the development of the service and ensure the delivery of key outcomes identified within the Youth Justice Plan and the statutory requirements outlined within Youth Justice legislation. To contribute to the delivery of improved outcomes for young people in Lincolnshire, including the reduction of youth crime, generating awareness of risky behaviours, minimizing the likelihood of school exclusion in order to support the overriding objective of public protection.	
TEAM STRUCTURE:  <pre> graph TD A[Head of Service] --> B[Team Manager] B --> C[Practice Supervisor] </pre>	
MAIN DUTIES:	
1	The specific accountabilities of this role will be flexible and will change to meet the needs of the organisation as required but will include (or be equivalent in nature to) those listed below:

	• Providing day to day leadership as appropriate to deliver the agreed priorities, working collaboratively with commissioning teams. • Coach/mentor teams/colleagues as appropriate to embed new ways of thinking and working. • Maximising the impact of resources and value for money to achieve improved outcomes for the Council. • Ensure effective performance management to deliver outcomes in line with service delivery contracts. • Provide expert advice and guidance as appropriate for own area of expertise. • Deliver a personal portfolio of projects and/or specific work. • Demonstrate the Council's Core Abilities at the relevant level, including Personal Leadership, Being Future Focused, Political and Commercial Astuteness, Supporting a High Performing and Flexible Workforce, and Drive for Results.
2	To monitor performance and ensure adherence with identified performance targets, National Standards and Case Management Guidance.
3	Ensure through supervisory oversight that assessments and plans for young people are robust, evidence-based, outcome focused and that they are progressing in a timely way and are effective in order to manage risk and vulnerability and reduce re-offending.
4	To supervise a team of Youth Offending Service practitioners to ensure the needs of children and young people under the supervision of the service are fully met. Ensuring staff receive regular, planned and appropriate reflective supervision, professional support and guidance.
5	To ensure that staff for which the Practice Supervisor has responsibility are fully deployed and utilised effectively within a large geographical area. Managing staffing to ensure cover, following agreed procedures for authorising and monitoring leave and other absences.
6	To continually quality assure the work of YOS staff against key QA and audit frameworks. To scrutinise staff practice at regular intervals to ensure that service quality is of the highest possible standard and that appropriate, detailed and up-to-date records are maintained of all work undertaken by the team.
7	To chair complex inter agency planning meetings and any other meetings, as required within the service area.
8	Where time permits, to undertake sole responsibility for the assessment and supervision of a small number of complex cases where necessary to meet the needs of the service.
9	To support the Operations Manager to establish and maintain quality assurance systems to ensure that professional standards are met in respect of case management, safeguarding and management of risk.
10	To communicate effectively and credibly with a range of partner agencies with regard to YOS policy and practice. Ensure that partner professionals and agencies are fully engaged and coordinated in assessment, planning and the delivery of interventions.
11	To ensure Lincolnshire YOS and LSCB policies, procedures and protocols are fully observed and applied in practice to effectively safeguard children and young people.
12	To work with and alongside YOS practitioners at a "hands-on" intensive level to enable them to continually develop their youth justice practice at a practitioner level.
13	To promote the service to key partners and other relevant stakeholders and to ensure and evidence that young people, parents and family members are integral partners in assessment, planning and the delivery of interventions.
14	To ensure practice direction which gives a focus to young people being supported to achieve sustainable outcomes which are aligned with local, regional and national Youth Justice performance indicators.
15	To implement effective case supervision and oversight through utilizing observation, performance data, targeted case auditing and feedback to develop excellence.
16	To provide YOS Duty Manager rota cover
17	To ensure the application of a comprehensive knowledge of latest research into evidence-based and effective practice related to youth justice.

18	To monitor performance of all delegated staff and manage issues related to sickness, performance, conduct and capability.
19	To appraise the Operations Manager of any elements of poor practice which the Practice Supervisor becomes aware of.
20	Allocate cases effectively in terms of matching the risk / complexity of cases with the skills, experience and professional development needs of YOS practitioners.
21	To undertake such other duties, training and hours of work as may be reasonably required and are consistent with the level of responsibility within the Practice Supervisor post.

PERSON SPECIFICATION			
Requirements	Where identified*	Essential	Desirable
Educated to degree level with a relevant professional qualification (Social Work, Probation, Health or Education).	A	x	
To have an extensive knowledge of policy, practice and legislation that governs youth justice, community safety, youth engagement, child development and family intervention.	A, I, P	x	
Management skills which enable the direction, support and supervision of a diverse and multi-disciplinary workforce.	A, I, P	x	
Knowledge of the Code of Practice for Victims of Crime and Restorative Justice, particularly in relation to YOS responsibility.	A, I, P	x	
A dedicated focus upon practitioner development and promoting a culture of learning. Ability to develop the practice skills of others through a range of methods including reflective supervision, coaching, observation and feedback, training and joint working.	A, I, P	x	
A detailed knowledge of assessment and practice which promotes excellence within safeguarding and risk management.	A, I, P	x	
Knowledge of "Outcomes" concepts, quality assurance methodology and change/project management techniques.	A, I,	X	
Negotiation, persuasion and mediation skills in managing challenging scenarios.	A, I, P	x	
Significant experience of working with children, young people and families with complex needs.	A, I, P	x	
To maintain a professional knowledge of developing effective practice and implement this within the team setting.	A, I, P	X	
Excellent written and oral communication skills and the ability to convey key	A, I, P	x	

information within a variety of operational and strategic forums.			
Demonstrate high levels of organisational skill and the ability to respond effectively to crisis and increased work demands.	A, I, P	x	
Ability to engage with the most vulnerable service users and their families.	A, I, P	x	
The ability to influence others effectively and establish credible relationships.	A, I, P	x	
Excellent interpersonal skills with the ability to motivate teams to enhance performance.	I, P	x	
The ability to manage designated budgets within a financial framework to demonstrate value for money.	A, I	x	
A clear understanding of diversity and a commitment to ensure the delivery of services underpinned by anti-discriminatory practice and equal opportunities.	A, I, P	x	
The ability to develop and maintain relationships with key partnerships and a wide variety of stakeholders.	A, I, P	x	
Proficient information and technology skills so you are able to communicate with internal and external agencies, maintain electronic case files and participate in appropriate training opportunities.	A, I, P	x	
Knowledge of the underlying causes of crime and re-offending and effective methods of reducing offending behaviour.	A, I, P	x	

*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.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.