

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Adult Care and Community Wellbeing

Job Ref Number: 04158

Service Area: All areas

Grade: G10

Job Title: Advanced Practitioner

PURPOSE OF JOB:

As part of the wider Councils objectives your role is responsible for providing statutory professional social work across Adult Care and Community Wellbeing teams that support adults with care and support needs. You work with people with differing needs to promote independent living and to draw on care and support when required. You will support others to know and understand the local community and embed yourself within place-based services.

As an Advanced Practitioner (AP) you will hold the most complex cases referred to Adult Services. Given the expertise this role requires you will be an experienced social worker or Occupational Therapist who has been qualified for at least four years, and who has undertaken continuing professional development.

The postholder will be skilled at embedding new ways of thinking and working, developing and maintaining strong, positive working relationships with their teams. You will be expected to work with autonomy and demonstrate a multi-agency approach, integrating your practice with colleagues across the health and care sector.

You will demonstrate through practice experience a commitment to strengths-based practice and skills in supporting people to identify and build support networks to achieve their identified outcomes. You will be responsible for assessment, care and support planning, implementing and reviewing packages of care and support on a varied and more complex case load ensuring people are as safe as possible and adult safeguarding concerns are addressed promptly.

You will provide advice, support and mentoring to other Adult Care practitioners in relation to their cases. You will be expected to work with autonomy managing a caseload.

Work may include travel outside the county.

TEAM STRUCTURE:



MAIN DUTIES:	
1.	Work independently to hold and manage a varied and complex caseload with supervision and advice from the Lead Practitioner at a level of complexity appropriate to the post holder's experience, and professional capability and be accountable for their professional practice.
2.	Work with individuals, families, carers and communities to help them make informed choices and decisions, enabling them to clarify and express their needs and contribute to service planning.
3.	Provide reflective supervision, coach and mentor teams / colleagues as appropriate to embed personalisation and strengths and asset based community practice.
4.	Act as a role model to others to help them to manage uncertainty and to respond positively and creatively to changing expectation.
5.	Demonstration at the relevant level of the Council's Core Abilities: • Personal Leadership. • Being Future Focused. • Political and Commercial Astuteness. • Supporting a High Performing and flexible workforce. • Drive for Results.
6.	Provide oversight and decision making in relation to complex cases ensuring that prescribed Safeguarding Policies and Procedures are observed for the protection of adults who are experiencing, or at risk of abuse or neglect, promoting a personalized safeguarding model that puts the outcomes for the person at the centre of practice.
7.	Deputise in the absence of the Lead Practitioner E.g. Representing the Lead Practitioner at multi-disciplinary meetings or Locality Lead in relation to Prisons Team.
8.	Co-work specialist assessments with less experienced members of the team to ensure that they improve and develop.
9.	Work with individuals, families, carers and communities to help them make informed choices and decisions, enabling them to clarify and express their needs and contribute to service planning.
10.	Supervise / mentor students or act as Practice Educator, where appropriate to Social Work students and mentor newly qualified social workers undertaking the Assessed and Supported year in Employment.
11.	Research resources and services available for people in need or at risk, identifying and reporting any gaps in service provision.
12.	Contribute to the Council's statutory obligations and where appropriate any national and Health and Social Care local performance indicators.
13.	Assist with the implementation of Adult Care quality assurance systems, including the monitoring and review of casework and ensure these comply with the County Council's Equal Opportunities Policy.
14.	Use the law and regulatory and statutory guidance to inform practice decisions. Take into account the complex relationship between professional ethics, the application of the law and the impact of social policy on both.

15.	Deliver excellent customer service, incorporating the Council's equality and diversity objectives and supporting the council to achieve best practice, creating a positive image of the Council in all it delivers.
16.	Remain up to date and compliant with all relevant legislation, organisational procedures, policies and professional codes of conduct in order to uphold standards of best practice.
17.	Take personal responsibility for contributing to review, improvement, organisational transformation implementing 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.
18.	The post-holder may be expected to concentrate on specific areas of work arising from organisational need.
19.	Use reflective supervision, research and other guidance to recognising one's own professional limitations and how and when to seek advice from a range of sources, including Lead Practitioner and Locality Lead. The post holder will work in conjunction with senior staff and managers through available support systems (supervision, appraisal, mentoring, co-working and work shadowing).
20.	Navigate the criminal justice systems in England to ensure Care Act Compliance when working within Prisons Team.
21.	Seek advice and professional second opinion as required in relation to the legal issues, interventions and plans which impact upon service users and carers.
22.	Make realistic person-centred centred plans within a review timeline which will manage and reduce identified risks and meets the needs of the adult. Any plans devised for the Adult need to be evidence informed, demonstrate clear analysis and professional judgement and evaluative decision making skills. This also includes working with multi-agency partners.
23.	Have a good and continually developing understanding of adult behaviours; for example, adult mental health, domestic abuse, mental health, physical health, disability and substance misuse.
24.	Good understanding of working in a complex organisation such as a Local Authority and across various Trusts. Act in ways that protect the reputation of Lincolnshire County Council and the wider Social Work profession.
25.	Maintain and update case notes and other records pertaining to the Adult you have responsibility for. Write reports as required and if needed give evidence in court on factual matters.
26.	Contribute to planning/reviewing the cases of Adults in the Community, Prisons, Hospitals and other settings.
27.	To devise and deliver practice workshops regularly in team meetings and to other Adult Services staff as required. This could also include group supervision and mapping complex cases with less experienced staff.
28.	Support, coach and mentor other members of the team. The post holder is expected to be a Practice Educator to social work students on practice placements in the team, support with onboarding and induction and offer mentoring, work-shadowing/work experience opportunities. The post holder could be expected to take on Team Champion roles such as finance champion and S.117 champion.

PERSON SPECIFICATION:

Requirements	Where identified*	Essential	Desirable
Recognised qualification in Social Work (Degree, PGDip or MA/MSc), Nursing or Occupational Therapy.	A, I	X	
Registered with Social Work England, HCPC or NMC and ensure that registration is maintained and renewed appropriately.	A, I	X	
Post qualifying Practice Educator Level 1 and/or 2 or other post qualifying specialist award, or commitment to learn within 6 months.	A, I	X	
Knowledge of relevant legislation and statutory frameworks for the support and provision of adult care.	A, I	X	
Knowledge of Health and Social Care organisational arrangements including the role of ICBs and other NHS Trusts in relation to Adult Care Services.	A, I	X	
Knowledge of the personalisation agenda and its application in practice.	A, I, P	X	
Supervisory skills and the ability to arrange and manage staff meetings.	A, I		X
Ability to manage a staff group taking in to account professional boundaries.	A, I	X	
Leadership skills and the ability to model good practice.	A, I	X	
Evidence of the individual seeking out continual development opportunities, to include leadership, supervision, mentoring, coaching or similar.	A, I	X	
Strong writing and reporting plus evaluative skills to an advanced level.	A, I	X	
Professional curiosity.	A, I	X	
Collaborative, able to work in partnership.	A, T, I	X	
Driving Licence.	A	X	
Relationship building skills, socially confident and adaptable.	T, I, P	X	
Emotionally resilient.	T, I, P	X	
Strong writing and reporting plus evaluative skills to and advanced level.	A, T, I	X	
Conscientious.	T, I, P	X	
Evidence of the individual seeking out continual development opportunities, to include leadership, supervision, mentoring, coaching or similar.	A, I		X

In accordance with Part 7 of the Immigration Act 2016 (Fluency Duty), the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.	I	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 their work.