



## JOB DESCRIPTION

<b>Job Title</b>	Professional Practitioner		
<b>Directorate</b>	Children and Families		
<b>Reporting to</b>			
<b>Grade</b>	Grade 10		
<b>Evaluation ref:</b>	AG0582	<b>Job ref:</b>	<b>Family</b> C&F
<b>Role purpose</b>			
<ul style="list-style-type: none"><li>• The Professional Practitioner within the Children and Families Directorate plays a pivotal role in ensuring the effective supervision and support of young people.</li><li>• This role involves using appropriate techniques and best practices to make ongoing assessments of allocated cases, reflecting individual circumstances, including mental health and speech and language assessments. The Professional practitioner is responsible for assessing risk, harm, and vulnerability to ensure that the supervision of children is as effective as possible. Additionally, the role includes delivering a range of interventions and activities where required.</li><li>• The Professional Practitioner is also tasked with maintaining accurate and timely records, providing information, written assessments, reports, and statements to support other service professionals, managers, and the courts.</li><li>• Establishing professional relationships with children, their families, carers, and other professionals is crucial to enable effective partnerships in service provision. The role could involve leading and managing Intervention Workers to ensure that services are delivered in accordance with National Standards, statutory requirements, and best practices, aiming to help children and young people reach their full potential.</li></ul>			
<b>Responsibilities</b>			
<b>Main Responsibilities &amp; Duties</b>			
<ul style="list-style-type: none"><li>• Use appropriate techniques and best practice to make ongoing assessments of allocated cases to reflect individual circumstances (including, where appropriate, mental health and/or speech and language assessments) including assessment of risk, risk of harm, risk of serious harm and vulnerability, to ensure that the supervision of/work with young people is as effective as possible. To deliver a range of interventions and activities where required.</li><li>• To keep accurate and timely records and to provide information, written assessments, reports and statements to support other service professionals, managers and the courts (or other official bodies). In specific circumstances present reports and statements to the Courts and Referral Panels to enable Magistrates and Judges to make judicial decisions.</li><li>• To work with service providers, independent and voluntary sectors, to facilitate the provision of a needs-led service which best meets requirements within the available resources.</li><li>• To establish appropriate professional relationships with service users, their families, carers, other professionals and agencies to enable effective</li></ul>			

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- partnerships in the provision of services. To maintain a child centred approach focussing on the need to manage risk of harm.
- To build upon existing 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.
- In specialist social care functions e.g. YOT, may be required to develop expertise in relation to particular aspects of the work e.g. harmful sexual behaviour, Restorative Justice, working with victims, volunteers and communities, child exploitation, domestic abuse.
- To lead and manage Intervention Workers to ensure that services are delivered to young people in accordance with National Standards, applicable statutory requirements and best practice. Lead, manage and review the quality of work delivered to seek to ensure that the children/young persons are assisted to reach their full potential.
- Understand, uphold and promote 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. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

### Contacts & Relationships

- The Professional Officer role will ensure that a consistently good standard of service is delivered to children and families in Somerset meeting or exceeding statutory, Council or service standards. This will involve the full range of day to day management activities including priority setting, conflict resolution and team communication
- The post holder requires good communication skills to ensure effective feedback arrangements from clients and customers and to enable effective management of local teams during changes to achieve new ways of working..

### Impact

The post holder can expect to manage a caseload of 10-20 individual young people at any one time and may be required supervise a small number of intervention workers.

### Knowledge / Experience / Skills

	Essential	Desirable	
<b>Knowledge / Experience/ Skills</b>			
Advanced knowledge and experience of working within the Youth Justice system.	X		

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Demonstrable experience of partnership working with other agencies and professional colleagues to promote best outcomes and resource utilisation	X		
Extensive experience of assessment, planning, intervention and review cycles	X		
Experience of effective management of high risk of harm and high vulnerability cases leading to risk and harm reduction	X		
Good understanding and ability to develop, implement and contribute to effective performance management and quality assurance frameworks.	X		
Knowledge and understanding of implementing equality and diversity in service delivery and promoting cultural competence within a team setting	X		
An understanding and commitment to effective customer and community engagement leading to service redesign and change management.	X		
Robust and up to date knowledge and understanding of the application of the Youth Justice System	X		
Ability to work with challenging young people, balancing their individual needs as a child / young person with the potential	X		
Ability to undertake holistic and thorough assessments, produce assertively argued and evidence-based reports for Court and plan / deliver structured and effective interventions to reduce offending and reoffending by children and young people	X		
Ability to work creatively and 'think outside the box' in meeting the requirement of the role and purpose of the YJT in an environment of ongoing financial challenge.	X		
Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016)	X		
Experience of staff supervision		X	
Understanding of reflective and reflexive practice and supervision		X	
Knowledge of relevant specialist areas, e.g. Harmful Sexual Behaviour, substance misuse or emotional wellbeing/mental health		X	
Experience of effective use of case management systems.		X	
Team leadership		X	

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Quality assurance		X	
Financial management and monitoring		x	
<b>Qualifications / Registrations / Certifications</b>			
Relevant Degree or professional qualification, for example DipSW, SW Degree or Probation qualification, Youth Justice cert/degree, Youth and Community work degree, or be able to demonstrate the necessary competencies, for example a relevant degree with evidence of significant relevant work experience	X		
• Evidence of work related continuing professional development in their specialist field.	x		
<b>Personal Attributes</b>			
Promotes the need for change and acts as a role model for change.	X		
• Positive, committed, adaptable, thorough and confident approach.	X		
Ability to work to deadlines and to motivate others to work effectively and demonstrate a duty of care.	X		
Committed to diversity in service delivery and employment.	X		
Innovative and creative approach to service improvement and value.	X		
Customer- and Communities- focussed.	X		
Personal Integrity.	X		
Drive and self-motivation – “can do” attitude.	X		
Sound analysis and decision making in dealing with complex cases.	X		
Demonstrates a commitment to safeguarding and promoting the welfare of children.	X		
A team player, willing to share skills and experience with colleagues to promote a learning culture	X		
The ability to work flexibly outside of core hours where necessary to meet the needs of individual children / young people and the service	X		
Access to / use of a vehicle is an essential requirement	x		

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### Working Conditions

Regular travelling and able to travel countywide, including travel outside standard work hours and to areas that are not currently serviced by public transport.

This role involves working within a dynamic and supportive local authority environment. Candidates should be prepared for the following conditions:

- **Work Hours:** Standard working hours are 37, with occasional requirements for evening or weekend work to meet project deadlines or attend community events.
- **Location:** Flexible working available, using a hybrid model - working from home and your contracted work base. Your work base is open to discussion.
- **Travel:** Some travel within the local area may be required for meetings, site visits, and community engagement activities.
- **Work Environment:** The role involves working both independently and as part of a team, with access to modern office facilities and resources.
- **Health and Safety:** Adherence to all health and safety regulations is mandatory, ensuring a safe working environment for all employees.

### Working Arrangements

Somerset Council's dynamic Working Strategy will be applied to this position

### Corporate Responsibilities

- Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise.
- 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.

Date: February 25