



Advanced Practitioner – Practice Development

Adults and Health

Job Reference No. SCC05294/FG

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If you are interested in finding out more before applying, please get in touch with Maxine Walton, Service Manager of the Health Interface Service at Maxine.Walton@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.

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

All of the knowledge, skills and experience specified below are essential criteria for the post holder

Work Experience Knowledge & Skills

- At least two years post-qualifying experience.
- Experience of supervising or mentoring students and/or other practitioners.
- Excellent knowledge and understanding of theories, models of intervention and research activity that underpin best practice in adult social work.
- Operating within relevant policy, legal, ethical, and professional boundaries.
- Confidence in critically and constructively reflecting on others' social work practice.
- Excellent analytical, influencing and negotiation skills.
- Proven organisational skills, including the ability to work under pressure, to prioritise and manage deadlines.
- Good understanding of IT systems.
- Actively seeks out learning opportunities across the service and shares with others.
- 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.
- Ability to speak fluent English as stated in Part 7 of the Immigration Act(2016)

Qualifications

- Social work qualification (degree, DIPSW or CQSW) and current social work registration with Social Work England
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- Holding or working towards Post Qualifying Standards
- Evidence of professional development including contributing to the development and learning of others individually and as part of a team.

Personal Attributes

- Have a strong ability to relate relevant legislation and policy, with the ability to apply this knowledge to practice.
- Ability to employ own knowledge, experience, practice skills, networks, and values to create a rich and inspirational learning experience.
- Able to communicate effectively with people at all levels with positive and person-centred approaches, including via written reports.
- Self-motivated and committed professional.
- Carry out all duties in accordance with professional codes of practice, legislation, regulation and Council Policies and Procedures.
- [Be] 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.
- 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.
- 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 role will provide a lead role in ensuring high quality professional social work practice across Adult Social Care.

This role will undertake work with adults within the Care Act 2014, ensuring good practice, strength-based approach and leading by example.

This role will have supervision responsibility for an identified cohort of social workers within a geographical area.

Responsibility for practice improvement activity that develops new approaches, systems and processes which improve ways of working and outcomes for individuals, families, and carers.

Responsible for providing high-quality practice education to social work degree students and Newly Qualified Social Workers to ensure they develop the skills and understanding required to deliver to the Councils and University programme expected standards.

Responsible for Practice improvement activity that develops new approaches, systems and Processes which improve ways of working and outcomes for individuals.

| Key results area | Accountability |
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| <p>Assessment/inspection of work of others</p> | <ul style="list-style-type: none"> • 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. • 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. • Working alongside the Service Manager, staff, and a broad range of colleagues to contribute towards the delivery of a consistent, effective, and efficient service • Working with Students' and NQSW's to assess their ability to apply social work |

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| | <p>theories, models, and approaches alongside legislation in practice, ensuring they develop skills and understanding to empower the people we serve.</p> <ul style="list-style-type: none"> • Undertake the full assessment (as applicable) of the students' in line with the University programme requirements and the Practice Education role being undertaken. |
| Students' Development | <ul style="list-style-type: none"> • Develop Students' and NQSW's practice skills and ensure standards of practice for social workers are upheld as defined by Social Work England and in accordance with the learning requirements under the Professional Capabilities Framework (PCF) • Provide individual fortnightly supervision and regular support to Students' / throughout their placement to meet their learning needs and ensure a consistent standard of quality learning opportunities and supervision. • Work closely with Students' and NQSW's to ensure a varied and increasingly complex caseload to increase their autonomy as their placement progresses. |
| Report production | <ul style="list-style-type: none"> • Produce evidence-based midway and final reports for each Student in conjunction with the Placement Supervisor where applicable in a timely manner. • Facilitate initial NQSW professional development meeting, support and assessment agreement meeting, 3, 6, 9 and 12 month reviews. Complete observation reports and verification of professional documentation for NQSW's. |
| Service Improvement | <ul style="list-style-type: none"> • Undertake a lead role in the team to implement agreed local and national service developments, using good evidenced based practice based on current research. |

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| | <ul style="list-style-type: none"> • 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. • Responsible for Practice improvement activity that develops new approaches, systems and Processes which improve ways of working and outcomes for individuals. • Provide feedback to support the preparation and application of appropriate teaching methods to ensure learning practice and materials are up to date and still relevant. • Take a lead role within the service area surrounding assurance activity. |
| Providing Advice and guidance | <ul style="list-style-type: none"> • Ability to provide advanced decision making, problem solving and advice to the Social Care workforce in relation to practice issues. • 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. • 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. • Provide feedback to Student's or NQSW's and address any performance issues together with the Placement Supervisor and/or Practice Tutor as applicable. |
| Work with stakeholders | <ul style="list-style-type: none"> • Work closely with partner and other agencies and resources within the community to develop local links to ensure an integrated approach to people requiring support. • Engage with the Learning and Development Team and Principal Social Worker regarding |

quality assurance of the placement learning environment

Dimensions of role

- To supervise qualified social workers up to 3.
- To supervise and assess up to 4 learners.
- **Establish effective peer relationships with Learning and Development Team and Principal Social Worker regarding quality assurance of the placement learning environment.**
- Will work closely with the Principal Social Worker and Learning and Development to ensure overview of the learning and development needs of the team.
- Currently operating through a Hybrid model, depending on the service area.

Further information specific to this job

- 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 County 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

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| Salary and grade: | Grade 9, between £40,476 to £44,711 per annum Appointments are normally made at the bottom of the salary scale. |
| Contract type: | Permanent |
| Location: | Countywide |
| Hours of work: | 37 hours per week. These will be in agreement with the line manager. |
| Annual leave: | For this grade: 30 days. 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 st April. |
| Probationary period: | 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. |
| Notice period: | Following completion of the probationary period, this post will be subject to a notice period of three calendar months on either side. |



Somerset
Council