



Role Profile

SENIOR PRACTITIONER			
Reference No.	FF862	Type	Generic
Service	Health & Social Care Partnership (Various)		
Job Family	Care 8	Grade	FC9
<p>Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:</p>			
<p>Purpose</p> <p>Contribute to the delivery of a high quality professional social work service, underpinned by legislation.</p> <p>Lead social work service as subject expert in an identified area of practice.</p> <p>Support practitioners across adult and older people services with complex issues related to the subject area of expertise.</p> <p>Provide an advanced level of practice.</p> <p>Hold a complex caseload.</p> <p>Identify and support learning and development opportunities within the team, which enhance provision of a high-quality social work service.</p>			<p>Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility</p>
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			<p>D</p>

<p>Management of complex case work:</p> <ul style="list-style-type: none"> • Contribute effectively to early intervention focus with practice in service delivery. • Carry a complex caseload where you will undertake thorough and informed person centred, strength-based assessments of those who present with complex needs, and their unpaid carers, to identify support which compliments and strengthens the persons existing networks and assists the person to meet identified outcomes. • Promote effective multi disciplinary working. • Ensure assessments are aligned to the appropriate legislation, policy and guidance; with clear recommendations for further action to support adults to remain in their own home or a homely setting within Fife. Outcomes and HSCP standards. • Produce high quality Assessment and Care Planning reports and other reports, as required. • Evidence use of reflective practice and how that informs learning and development needs of self and staff. • Evidence the use of advocacy to ensure the service user or unpaid carer is able to fully express their view and that their voice is heard and their choices are fully understood. • Evidence the ability to form and participate in multi-disciplinary teams to develop and support appropriate strategies for the enhancement of the service user’s development, quality of life and wellbeing. • Ability to manage the client record system in accordance with data protection and case recording guidance, to ensure records provide appropriate evidence of defensible decision making which reflect 	<p>Qualifications:</p> <ul style="list-style-type: none"> • Diploma in Social Work or equivalent ✓ • An accredited post-qualifying award (Certificate in Adult/Child Protection, Mental Health Officer Accreditation, Practice Teacher Award, Technology Enabled Practice, Autism Certificate, Dementia Certificate) or be willing to work toward achieving this within 2 years ✓ • Significant post-qualifying experience in leadership and the provision of statutory social work services ✓ • Registration with SSSC ✓ <p>Knowledge:</p> <ul style="list-style-type: none"> • Advanced Knowledge and understanding of Adult and Child Protection guidelines and information sharing protocols ✓ • Advanced Knowledge of legislation and Knowledge of national standards ✓ • Advanced knowledge of area of subject expertise ✓ • Report writing skills ✓ • Advanced Knowledge of SSSC Code of Practice ✓ • Knowledge of Fife Council Code of Practice ✓ • Knowledge SWS Ethical practice ✓ • Knowledge of national policies and drivers for change ✓ 		
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<p>the values of social work.</p> <ul style="list-style-type: none"> • The ability to present assessments of need and risk verbally and in written report which reflect the communication needs of the audience, evidencing an understanding of easy read formats and different forms of communication such as BSL, Talking Mats. • Lead on the development of robust multi-disciplinary risk assessments, recognising the value of positive risk taking whilst mitigate behaviours which present significant risk to the person or to others. • Maintain concise, accurate and relevant case recording. • Participate in monitoring and evaluation of service delivery. • Undertake other duties appropriate to the grading of the post, as required. <p>Subject of Expertise:</p> <ul style="list-style-type: none"> • Take the lead for ensuring expert knowledge and expertise in subject area to enable you to provide advice and guidance to practitioners across Adult and Older People services specific to individual complex cases. <p>Support to and deputising for Team Manager:</p> <ul style="list-style-type: none"> • Assist the Team Manager with managing the workload of the Supervisory group. This includes allocation of work to ensure best use of skills and expertise, prioritisation of and monitoring of progress of cases to ensure follow up actions and review. • Work closely with the team manager to support a team of locality social workers and assistants in the delivery of a community based service. • In the absence of the Team Manager, deputising for the Team 	<p>and Knowledge of local service policies and procedures</p> <ul style="list-style-type: none"> • Knowledge and understanding of stakeholder objectives <p>Experience:</p> <ul style="list-style-type: none"> • Experience of joint working to achieve common goals • Experience of working with vulnerable adults and their parts • Experience of case co-ordination/planning • Ability to produce outcome focused assessments and care plans which enable review of whether goals are achieved • Experience of multi-disciplinary working and liaison with a range of agencies • Experience in relation to the subject of expertise <p>Skills:</p> <ul style="list-style-type: none"> • The ability to demonstrate effective leadership whilst demonstrating kindness • The ability to share knowledge, provide guidance and support to others relating to subject of expertise • Organisational skills • Confident in the management of risk and decision making 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
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<p>Manager to ensure representation during meetings, consultations, or service development sessions.</p> <p>Service delivery:</p> <ul style="list-style-type: none"> • demonstrate excellent practice which models adherence to social work values and reflects the SSSC code of practice. • Awareness of resource pressures and the parameters in which funded services are allocated and commissioned. • Adherence to policies related to financial spend limits. • Collaborate effectively with both internal and external partners and stakeholders to agree and progress plans and support for service users, identifying and implementing improvement actions which strengthen mutually understood pathways and processes to achieve best outcomes and outstanding practice. • Participate in appropriate community planning, service development and project group events, encouraging and enabling effective multi-agency, early intervention and community capacity building, primarily specific to your area of subject expertise. • Commitment to work within the Local Authority How We Work Matters Framework <p>Learning and Development:</p> <ul style="list-style-type: none"> • Contribute to and drive forward a learning culture which endeavours to ensure each worker reaches their full professional potential resulting in improvements in individual and team confidence, competence and efficiency. • Offer specific drop in sessions on a regular basis, related to your area of subject expertise. • Take ownership of your own learning and development to ensure 	<ul style="list-style-type: none"> • Motivated, innovative, creative • Resilient and positive • Excellent communication skills • Coaching and mentoring skills • Confidence and positive approach to using technology, whether it be client record system, other management systems or ne technology enabled care. • Ability to apply of relevant research in relation to professional practice and an ability to apply this in practice and share with others • Ability to interpret data and analyse information 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
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that you are always abreast of new information relating to your area of expertise and that you have knowledge of local supports and structures as well as Fife wide and National.

- Engaging in learning opportunities that are beneficial to the team and service and sharing this learning across the service.
- Identifying and raising awareness of practice challenges and supporting the embedding of new or updated policy, guidance and practice.
- Engaging in Local and National opportunities to bring learning and new developments to Fife.
- Driving a positive team and service morale, culture and motivation.
- Demonstrate leadership and good communication, integrity, motivation, innovation, creativity and resilient positivity and balancing strong leadership whilst demonstrating kindness.
- Taking a lead role in developing local community networks to promote the culture of social inclusion, liaising with others as necessary.
- Participating in the development and future direction of Adult and Older Adult Services alongside Team Managers, Service Managers and Senior Managers to influence and effect change.
- Ability to identify own learning needs specific to the role of senior practitioner and take appropriate actions alongside Team Manager, to ensure these are captured within learning and development plan.
- Keep abreast of changes in procedure and legislation as they affect the client group.

Undertaking all other duties as required for the role and assigned by Team or Service Managers. Duties will be in line with the grade.

Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
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SUBJECT EXPERT – DOMESTIC ABUSE

For this role, the successful candidate will demonstrate significant knowledge and understanding in the area of Domestic Abuse. There will be an expectation that the successful candidate will represent Social Work Services on the Fife Violence Against Women Forum and will have strong links with MARAC. In addition to this, there will be an expectation that the post holder will engage with the National Forum and develop links with other Local Authorities to share good practice in the area of Domestic Abuse. There will be a requirement to work closely with the Adult Support and Protection Coordinator to ensure that Fife HSPC evidence excellence in safeguarding all adults, where there are concerns relating to Domestic Abuse and to consult upon local single and inter-agency guidance and protocol. There will be an opportunity and expectation that the post holder will keep abreast of new legislation and guidance and will undertake both Local and National training events. The successful candidate will require to share their knowledge and skill across the Social Work Workforce, regularly offering advice, guidance and awareness raising sessions.

Specific Person Specification: Skills, Knowledge, Qualifications or Experience not already referenced in the above:

- Be able to evidence experience in working with survivors and/or perpetrators of Domestic Abuse
- Be able to evidence a strong understanding of the sensitivities and challenges of this area of practice
- Be passionate about the subject area and continued learning and development to promote best outcomes for adult survivors
- Be passionate about the sharing of knowledge and skills to support and promote a workforce who are robust in knowledge and skill

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SUBJECT EXPERT – FORENSIC PRACTICE

For this role, the successful candidate will demonstrate significant knowledge and understanding in the area of forensic practice. The successful candidate will have significant experience and interest in the assessment and risk management of adults who have a mental disorder and whose behaviour has, or could, lead to offending. There will be an expectation that the successful candidate will represent Social Work Services within the MAPPA Forum and will link

Specific Person Specification: Skills, Knowledge, Qualifications or Experience not already referenced in the above:

- Be able to evidence experience in working with adults who require support from forensic services.

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<p>in and network with other partners. There will be an expectation that the successful candidate will provide recommendations to MAPPA and engage in the process of risk management and discussion. In addition to this, there will be an expectation that the post holder will engage with the National Forum and develop links with other Local Authorities to share good practice in the area of Forensic support. There will be an opportunity and expectation that the post holder will keep abreast of new legislation and guidance and will undertake both Local and National training events. The successful candidate will require to share their knowledge and skill across the Social Work Workforce, regularly offering advice, guidance and awareness raising sessions.</p>	<ul style="list-style-type: none"> • Have a strong knowledge and understanding of MAPPA and the importance of the roles and responsibilities within • Be able to evidence a strong understanding of the sensitivities and challenges of this area of practice • Be passionate about the subject area and continued learning and development to promote best outcomes for adults • Be passionate about the sharing of knowledge and skills to support and promote a workforce who are robust in knowledge and skill in this area. 		
<p>SUBJECT EXPERT – HOARDING AND MENTAL WELLBEING</p>			
<p>For this role, the successful candidate will demonstrate significant knowledge and understanding in the areas of Hoarding and Mental Well-being. The successful candidate will have significant experience and interest in supporting people who have hoarding behaviours and will be able to evidence knowledge of the best ways to offer and plan support. Similarly, the successful candidate will have extensive knowledge and experience in identifying and planning support for adults who evidence a decline in their Mental Well-being.</p> <p>There will be an expectation that the successful candidate will take a lead role in supporting the planning and identification of supports for adults who experiences hoarding behaviours and will engage with the National Forum and develop links with other Local Authorities to share good practice in the area. There will be an opportunity and expectation that the post holder will keep abreast of new legislation and guidance and will undertake both Local and National training events. The successful candidate will require to share their knowledge and skill across the Social Work Workforce, regularly offering advice, guidance and awareness raising sessions.</p>	<p>Specific Person Specification: Skills, Knowledge, Qualifications or Experience not already referenced in the above:</p> <ul style="list-style-type: none"> • Be able to evidence experience in working with adults who have hoarding behaviour. • Have a strong knowledge and understanding of supports for Mental Well-being across localities • Be able to evidence a strong understanding of the sensitivities and challenges of this area of practice • Be passionate about the subject area and continued learning and development to promote best outcomes for adults • Be passionate about the sharing of knowledge and skills to support and promote a workforce who are robust in knowledge and skill in this area. 	<p>✓</p>	
<p>SUBJECT EXPERT – NEURODEVELOPMENT</p>			

<p>For this role, the successful candidate will demonstrate significant knowledge and understanding in the area of Neurodevelopment and have significant experience and understanding of the needs and support requirements of Adults who are diagnosed with Neurodevelopmental Disorders. There will be an expectation that the successful candidate will represent Social Work Services in Pathway Planning meetings across the Health and Social Care Partnership. In addition to this, there will be an expectation that the post holder will engage with the National Forum and develop links with other Local Authorities to share good practice in this area. There will be an opportunity and expectation that the post holder will keep abreast of new legislation and guidance and will undertake both Local and National training events. The successful candidate will require to share their knowledge and skill across the Social Work Workforce, regularly offering advice, guidance and awareness raising sessions.</p>	<p>Specific Person Specification: Skills, Knowledge, Qualifications or Experience not already referenced in the above:</p> <ul style="list-style-type: none"> • Be able to evidence experience in working with Adults who have Neurodevelopmental Disorders • Hold, or be willing to work towards, the ME Autism Award • Be able to evidence a strong understanding of the sensitivities and challenges of this area of practice • Be passionate about the subject area and continued learning and development to promote best outcomes for our young people • Be passionate about the sharing of knowledge and skills to support and promote a workforce who are robust in knowledge and skill 	✓	
SUBJECT EXPERT – POST 16 TRANSITIONS			
<p>For this role, the successful candidate will demonstrate significant knowledge and understanding in the area of Post 16 Transitions for young people transitioning from services within Children and Families to Adult Services. There will be an expectation that the successful candidate will represent Social Work Services in the Post 16 planning meetings and will take a lead role in liaising with Education and Children and Services, including Schools and Children Affected by Disability Team and developing and nurturing strong and mutually understood relationships across these services to enable clear, robust and consistent planning process which lead to smooth transitions and best outcomes for the young people we are working with. In addition to this, there will be an expectation that the post holder will engage with the National Forum and develop links with other Local Authorities to share good practice in the area of Transitions. There will be an opportunity and expectation that the post holder will keep abreast of new legislation and guidance and will undertake both Local and National training events. The successful candidate will require to share</p>	<p>Specific Person Specification: Skills, Knowledge, Qualifications or Experience not already referenced in the above:</p> <ul style="list-style-type: none"> • Be able to evidence experience in working with Transitions • Be able to evidence a strong understanding of the sensitivities and challenges of this area of practice • Be passionate about the subject area and continued learning and development to promote best outcomes for our young people • Be passionate about the sharing of knowledge and skills to support and promote a workforce who are robust in knowledge and skill 	✓	

<p>their knowledge and skill across the Social Work Workforce, regularly offering advice, guidance and awareness raising sessions.</p>			
<p>SUBJECT EXPERT – TECHNOLOGY AND DEMENTIA</p>			
<p>For this role, the successful candidate will demonstrate significant knowledge and understanding in the areas of Technology Enabled Care and Supporting Adults with Dementia. The successful candidate will have significant experience and interest Technology Enabled care and will be able to evidence knowledge of the wide variety of technology available to support care and the benefits that this type of support can offer adults and their carers. Similarly, the successful candidate will have extensive knowledge and experience in working with and supporting adults who live with Dementia.</p> <p>There will be an expectation that the successful candidate will take a lead role in the progress of Just Checking and will engage with the National Forum and develop links with other Local Authorities to share good practice in the area. The successful candidate will also develop strong working relationships with the lead for Dementia in Fife. There will be an opportunity and expectation that the post holder will keep abreast of new legislation and guidance and will undertake both Local and National training events. The successful candidate will require to share their knowledge and skill across the Social Work Workforce, regularly offering advice, guidance and awareness raising sessions.</p>	<p>Specific Person Specification: Skills, Knowledge, Qualifications or Experience not already referenced in the above:</p> <ul style="list-style-type: none"> • Be able to evidence experience in working with adults who live with Dementia and their families. • Have a strong knowledge and understanding of Technology enabled care • Be able to evidence a strong understanding of the sensitivities and challenges of this area of practice • Be passionate about the subject area and continued learning and development to promote best outcomes for adults • Be passionate about the sharing of knowledge and skills to support and promote a workforce who are robust in knowledge and skill in this area. 	<p>✓</p>	
<p>SUPERVISING</p>			
<p>Undertake professional supervision of Newly Qualified Social Workers (to three years post qualifying) and Social Work Assistants supporting their professional development and ensuring Council policy and procedures are followed.</p> <p>Mentoring new social workers to the team during their induction period who are not within three years post qualifying.</p> <p>Prioritise, attend and contribute to staff meetings and service development sessions.</p>	<p>Specific Person Specification: Skills, Knowledge, Qualifications or Experience not already referenced in the above:</p> <ul style="list-style-type: none"> • Be able to evidence experience of mentoring • Be able to evidence an in depth understanding of the process of supervision and its value within a social work setting • Have undertaken training courses specific to the area of supervision and mentoring 	<p>✓</p>	

	<ul style="list-style-type: none"> • Be passionate about the sharing of knowledge and skills to support and promote a workforce who are robust in knowledge and skill in this area. 		
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MENTAL HEALTH OFFICER – DEDICATED MHO TEAM

<p>Undertaking assessments under the Mental Health Act and Adults with incapacity Act as per the agreed service level agreement.</p> <p>Providing mentoring to MHO’s employed out with the Dedicated MHO Team as per the agreed mentoring process.</p> <p>Providing support for Fife MHO students per year to have a practice placement within the Dedicated MHO Team.</p> <p>Peer reading of all reports completed by an MHO out with the Dedicated MHO Team, to accompany a local authority or private application for welfare guardianship.</p> <p>Contributing to the agenda and delivery of an annual Fife MHO Service Development Day.</p>	Mental Health Officer Award	✓	
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MENTAL HEALTH OFFICER – PERFORMANCE AND IMPROVEMENT

<p>Holding a small caseload of reports in relation to MHCTA and Criminal Procedures Scotland Act, with the focus of the post to monitor and develop the Performance framework for the MHO Service and to provide analysis for update reports for governance reports where this data is being used. To work on existing improvement actions for the MHO Service and identify new ones.</p>	Mental Health Officer Award	✓	
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Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required
Before confirming appointment: You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.

Additional Information – the following information is available:

- Skills Framework (if applicable)
- **How** we work matters

Expected Behaviours

Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.

Please refer to How We Work Matters Guidance to learn more.