

<b>Senior Practitioner Justice Social Work</b>				<b>Purpose</b>			
Reference No.	A5028	Type	Generic	Contribute to the management of the Service whilst taking on specific areas of responsibility, supervising the work of Social Work Assistants and providing a mentoring role for newly qualified and less experienced staff. Ensuring risk is managed proportionately and that practice adheres to National Outcomes and Standards.			
Service	Education and Children's Service						
Job Family	Care	Grade	FC9				
<b>Task or Responsibility</b> - For this role, there is an expectation that all, or a combination, of the following will be undertaken:				<b>Person Specification: Skills, Knowledge, Qualifications or Experience</b> - Criteria can apply to more than one task or responsibility		<b>E</b>	<b>D</b>
<p>Providing an effective Social Work service to Justice Social Work service-users and their families in line with Council policy and National Standards.</p> <p>Assuming operational management of the Service in support of the manager, where necessary, supervising staff and ensuring the management of the daily operational functions of the Service.</p> <p>Overseeing and actively participating in the development of practise and strategic direction, ensuring that objectives of the Service are met.</p>				<p>Diploma in Social Work or equivalent</p> <p>An accredited post-qualifying award (e.g., Certificate in Child Protection Studies, Mental Health Officer Accreditation, Practice Teacher Award, etc.)</p> <p>Registration with Scottish Social Services Council.</p> <p>Knowledge and understanding of Justice Social Work and National Outcomes and Standards.</p> <p>Demonstrable understanding of Child and Adult Protection guidelines and information sharing protocols. Significant post-qualifying experience providing statutory social work services within the Justice Social Work environment.</p>		✓	✓
						✓	✓
						✓	✓

# Role Profile

E = Essential Criteria

D = Desirable Criteria

<b>Task or Responsibility</b> - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	<b>Person Specification: Skills, Knowledge, Qualifications or Experience</b> - Criteria can apply to more than one task or responsibility	E	D
Contribute to leading a team of community based social workers and social work assistants in the delivery of Fife wide and locally based services.	Experience of case co-ordination/planning  Experience of multi-disciplinary working and liaison with a range of agencies		✓  ✓
Ensuring objectives of policy and SSSC codes of practice are met through regular and ongoing assessment of the need and management of risk.	Experience of working with service-users and their families.		✓
Ensuring the maintenance of the quality of the service given, by applying National Objectives and Standards for Justice services.	Knowledge of service policies, procedures and resources	✓	
Participating in and contributing to ongoing reviewing of procedures involving service users, stakeholders and others as appropriate.  Developing and supporting appropriate strategies for the enhancement of the service user's development, maintenance and wellbeing. Identifying, adopting and developing models of practice in order to achieve positive outcomes.	Experience of promoting equality and diversity  Ability to interpret data and analyse information  Report writing skills  Communication Skills  Knowledge of professional practice models and standards  Understanding of the value of performance management/ monitoring in Social Work	✓  ✓  ✓  ✓  ✓	

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<b>Task or Responsibility</b> - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	<b>Person Specification: Skills, Knowledge, Qualifications or Experience</b> - Criteria can apply to more than one task or responsibility	E	D
<p>Preparing reports and informed assessments of cases to ensure logical and coherent recommendations to stakeholders.</p> <p>Ensuring that the assessment and management of risk is prioritised and proportionate whilst minimising the risk of harm.</p> <p>Recording and maintenance of sound and accurate records, including service user's records.</p>	<p>IT Skills (Embrace technology and information)</p> <p>Assessment and analysis skills.</p>	✓  ✓	
<p>Providing regular supervision to staff and identify staff development needs.</p>	<p>Demonstrable capacity to operate at senior level, with complex cases, providing an expert professional service including service user participation principles</p>	✓	
<p>Promoting good working practices between the staff team, service users and other professionals who work within the service.</p>	<p>Knowledge and understanding of stakeholder objectives</p>	✓	
<p>Leading in developing local community networks to promote the culture of social inclusion.</p>	<p>Ability to engage with others</p> <p>Ability to practice in a way that empowers others (Deliver results)</p>	✓ ✓	
<p>Promoting staff development through regular supervision of staff recognising training needs and ensuring that full use is made of training and development opportunities.</p>			
<p>Promoting the aims and objectives of the service at all times.</p>	<p>Ability to provide a regular and effective service</p>	✓	
<p>Undertaking all other duties as required for the role. Duties will be in line with the grade.</p>			

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<b>Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required</b>	
<b>Before confirming appointment:</b> 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.	
<b>Additional Information – the following information is available:</b>	<b>Expected Behaviours</b>
<ul style="list-style-type: none"><li>• Skills Framework (if applicable)</li><li>• <b>How</b> we work matters</li></ul>	<p>Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.</p> <p>Please refer to How We Work Matters Guidance to learn more.</p>