

Senior Practitioner (Residential)				Purpose		
Reference No.	A4974	Type	Individual	Contribute to the management of the service whilst taking on specific areas of responsibility and overseeing the work of service staff. Ensuring service users receive a high quality experience.		
Service	Children & Families					
Job Family	Care 8	Grade	FC9			
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
<p>Assume operational management of the service in support of the Team Manager, supervising staff and managing the daily operation of the service.</p> <p>Contribute to development of a high quality professional Children and Families Service and make sure the objectives of the residential service are met.</p> <p>Undertake and contribute to complex assessments of need and risk. Reduce levels of risk to service users and others.</p> <p>Work in collaboration with partners (e.g. health, education, police and voluntary agencies) and participate in multi-agency meetings as required.</p> <p>Improve outcomes for service users.</p>				<p>Diploma in Social Work or equivalent and an accredited post-qualifying award (e.g. Certificate in Child Protection, MHO Accreditation, Practice Teacher Award, etc.)</p> <p>Registration with SSSC "Workers new to role must gain registration with the Scottish Social Services Council (SSSC) within six months of start date in this role"</p> <p>Knowledge and understanding of Child and Adult Protection guidelines and information sharing protocols</p> <p>Experience of joint working to achieve common goals</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

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Promote the interests of service users and carers in terms of rights, opportunities, culture and diversity.	Significant post-qualifying experience in a relevant setting	✓	
Lead a team of residential workers to deliver a quality service for young people and their families.	Experience of joint working to achieve common goals	✓	
Ensure objectives of policy and SSSC codes of practice are met through regular and ongoing assessment of needs and developing person centred plans.	Experience of multi-disciplinary working		✓
Ensure the maintenance of the quality of the service given by applying the care standards and outcomes framework.	Experience of working with children or vulnerable adults and their families		✓
Ensure the maintenance of the quality of the service given by applying the care standards and outcomes framework. Contribute to and oversee review of procedures involving service users, carers and others as appropriate. Develop and support appropriate strategies and models of practice in order to achieve positive outcomes. Prepare reports, update and ensure the accuracy of all relevant client records. Observe protocols, guidance and standards including those relevant to confidentiality and information sharing.	Knowledge of service policies and procedures and resources Evidence of ability to promote equality and diversity Experience of case co-ordination/planning Ability to interpret data and analyse information Report writing skills Skills in negotiating, problem solving and communication Knowledge and understanding of theory underpinning practice in relevant areas and standards Understanding of the value of performance management monitoring in Social Work	✓ ✓ ✓ ✓ ✓	✓ ✓
Ensure all activities and working practices conform to Health and Safety regulations and that a healthy working environment is promoted and maintained.	Knowledge and understanding of Child and Adult Protection guidelines and information sharing protocols	✓	

E = Essential Criteria D = Desirable Criteria

Role Profile

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Ensure that financial resources are utilised in line with Council policy and procedure.	IT Skills	✓	
Provide regular supervision to the staff team and identify staff development needs along with line management responsibility for disciplinary and grievance matters in accordance with council procedures.	Demonstrable capacity to operate at senior level, with complex cases, providing an expert professional service including service user participation principles Understanding of models of good practice and desire to identify, adopt and develop these	✓	✓
Promote service user participation and good working practices between the staff team, service users, parents, carers and other professionals who work within the service.	Knowledge and understanding of stakeholder objectives Understand the value of performance management/monitoring in Social Work Commitment to service user participation and principles	✓	✓
Lead in developing local community networks to promote the culture of social inclusion, liaising with others as necessary.	Ability to engage with others Ability to practice in a way that empowers others Good range of people skills and ability to work well and engage with others from a range of backgrounds	✓	✓
Promoting the aims and objectives of the service at all times.	Ability to provide a regular and effective service Ability to work under pressure	✓	✓
To assess and coordinate response to crisis situations.	Ability to travel throughout Fife Ability to work flexibly including unsocial hours	✓	✓
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

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Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:			
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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:	Expected Behaviours
<ul style="list-style-type: none"> Skills Framework (if applicable) How we work matters 	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.