


Profile Title:	Advanced Practitioner	 BARNSLEY Metropolitan Borough Council			
Reports to:	Team Manager				
Employee Supervision:	Up to 6	Grade:	10	Profile Ref:	92691
Purpose of the Post					
<p>To carry a workload requiring exemplary practice in situations of high complexity, exercising a degree of autonomy. Regular supervision will be in accordance with the Directorate's supervision policy.</p> <p>To champion best practice, leading and facilitating practice development forums for staff, contributing to the development of service improvement and delivery.</p> <p>To work collaboratively with service users and their families to assess their needs and plan and deliver services in accordance with the social work team's service area.</p>					
Responsibilities					
<ul style="list-style-type: none"> • Work in partnership with children and families and, through building effective relationships, to elicit their needs and views and promote participation in decision making. Communicate effectively in highly charged, complex or challenging circumstances. • Assist in ensuring that statutory responsibilities are met and fulfilled by the team, ensuring that quality practice standards are achieved in delivery high quality services to children and young people. • Undertake assessments in accordance with statutory/regulatory and operational standards, policy, and procedures for the service. Maintain and provide expertise in specialist assessment and intervention, acting as a resource to others within the organisation. • Plan, implement and review a range of interventions for service users in accordance with statutory/regulatory and operational standards, policy and procedures for the service, promoting use of evidence and theory to support practice in complex and changing circumstances. • Manage a complex workload with a degree of autonomy, developing and maintaining a network of internal and external colleagues, with whom to seek and share advice, expertise and develop practice. • Make proactive use of supervision to extend effective practice, reflection and career development and to meet the objectives of Professional Development Reviews. • Provide professional, reflective supervision and support to staff as relevant to the needs of the team, e.g. staff induction, newly qualified social workers, students. • Contribute to the development, promote and lead the development of a culture of learning within the team and the wider service • Apply concepts of holistic assessment of professional capability in contributing to appraisals of staff development. • Participate and lead in project and development work to promote innovation and excellence. • Maintain accurate, up to date records safely and confidentially in accordance with the Council's policies and procedures. Contribute to the evaluation and analysis of recording and the use of information systems to inform good practice and maintain a focus on positive outcomes for service users and their families. 					

- Promote and lead engagement with colleagues and a range of organisations to identify, assess, plan for and support the needs of service users in order to promote positive change and independence. Model effective assessment and management of risk in complex situations, including positive risk taking approaches.
- Coach and mentor less experienced team members.
- Meet the requirements of the Professional Capabilities Framework at the Advanced level, and of registration with the HCPC in respect of practice standards, conduct and professional development.

Education and Training	Measure	Rank
• Relevant Degree in Social Work or equivalent	A/C	E
• Higher Degree and Professional Social Work Qualification	A/C	D
• Sound evidence of learning through CPD and applying this in practice	A/I/C	E
• Evidence of postgraduate study and its application to practice and/or staff supervision/mentoring	A/I/C	E
• Training in providing social work supervision and/or coaching and/or mentoring	A/I/C	E
• Registration with the HCPC	A/C	E
• Willingness to undertake the Councils Leadership Programme	A/I	E
Relevant Experience	Measure	Rank
• Significant post-qualification experience in a statutory social work role i.e. minimum of 4 years	A/I/C	E
• Evidence of involvement in activities leading to practice development across the organisation, including experience of providing supervision/coaching/mentoring to social work staff/students	A/I/C	E
• Evidence of successful experience of working with children, young people and families in a multi-agency context and across professional boundaries	A/I/T	E
• Evidence of ability to analyse information to determine and plan interventions and decide a course of action, with minimum support	A/I/T	E
General and Special Knowledge		
• Advanced knowledge, understanding and application of the values and principles underpinning service user involvement, including the right to access independent advocacy and complaints processes	A/I	E
• Advanced knowledge, understanding and application of the legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care, including a sophisticated knowledge of the law and guidance relating to the service area	A/I/T	E
• Advanced knowledge, understanding and application of the Professional Capabilities Framework as it applies to all social work levels	A/I	E
• Advanced knowledge, understanding and application of the Department for Education's Knowledge and Skills Statements for child and family social work	A/I	D
• Developed knowledge and expertise of established and emergent research and practice relating to the service area managed	A/I/T	E

<ul style="list-style-type: none"> Knowledge of adult learning and its application to practice, in the context of holistic staff assessment processes 	A/I	E
Skills and Abilities	Measure	Rank
<ul style="list-style-type: none"> Ability to communicate effectively at an advanced level, both verbally and in writing, to a range of audiences including children, young people, parents/carers and professionals and the ability to communicate effectively with the public using a suitable level of fluency in spoken English, in line with the English Language requirement for public sector workers. 	A/I/T	E
<ul style="list-style-type: none"> Ability to plan and prioritise a team workload, demonstrating workload management skills to others 	A/I/T	E
<ul style="list-style-type: none"> Ability to establish a professional network that promotes learning and practice development for self and others 	A/I	E
<ul style="list-style-type: none"> Ability to gather, analyse and review complex and/or contradictory information quickly and effectively, using it to reach informed decisions 	A/I/T	E
<ul style="list-style-type: none"> Proven ability to transfer knowledge and skills to colleagues through coaching, mentoring and co-working 	A/I/C	E
<ul style="list-style-type: none"> Ability to provide critical reflection and challenge in supporting the development of social workers 	A/I	E
<ul style="list-style-type: none"> Ability to use electronic business support processes for maintaining case recording and diary management 	A/I	E
<ul style="list-style-type: none"> To use information systems to evaluate and analyse practice, using evidence to inform good practice 	A/I	E
Additional Requirements	Measure	Rank
<ul style="list-style-type: none"> Ability to undertake any necessary travel in connection with the duties of the post 	A/I	E
<ul style="list-style-type: none"> Willing to work flexibly in accordance with the policies and procedures to meet the operational needs of the council 	A/I	E
<ul style="list-style-type: none"> Work in accordance with the Council's values and behaviours 	A/I	E