

Title Senior Professional Practitioner – Family Service	Department Children Families and Cultural Services	Post Ref.
Job Purpose		
Key Responsibilities <ol style="list-style-type: none"> 1. Personally and through direction to team members to deliver the targets set down in the service and team business plan 2. To assist the team manager in the quality assurance of work within the team 3. To assist the team manager in the allocation of work within the team 4. To act as the expert in specified subjects, for example child employment, entertainment licensing, legal enforcement, development of assessment practice and troubled families data 5. To provide line management supervision sessions to staff as specified including completion of EPDRs 6. Providing practice coaching, guidance and day-to-day support with practice to other SPPs, unit leaders/CSWs and when required case managers and child and family workers 7. To provide advice and assistance to early help lead professionals in schools, the voluntary sector and partner agencies 8. To maintain oversight of the collation of statistical data for the Troubled Families programme (for the team) 	Key Accountabilities <ol style="list-style-type: none"> 1. To deliver services within the Service's scheme of delegation for safeguarding children and local safeguarding children board policies. 2. Specified service targets within agreed resources 3. Effective supervision of practitioners to secure high levels of performance 4. Alert the Team Manager of issues that could affect performance 5. To ensure that all case management, safeguarding and public protection practice complies with local and national guidance and policy 6. To monitor the performance of staff and local arrangements and protocols for the delivery of targeted support services 7. To attend court hearings and participate in meetings, case conferences, reviews, planning meetings and other forums as required and appropriate 	

<p>9. Chairing of “Team Around the Family/Child” and Complex Case Resolution meetings</p> <p>10. Completion of accurate and timely records of work completed</p> <p>11. Maintaining close working relationships with a range of other professionals and updating them on progress and concerns</p>	<p>8. To produce formal reports for meetings and Court hearings to explain the outcomes assessments and interventions when required</p>
<p>The post holder will perform any duty or task that is appropriate for the role described</p>	

Person Specification

<p><i>Education and Knowledge</i></p> <ol style="list-style-type: none"> 1. Evidence of continuous professional development. 2. Knowledge and understanding of the main issues affecting the service area. 3. Knowledge of effective, evidence based practice 4. Knowledge of the principles and practice of: <ul style="list-style-type: none"> • effective people management; • excellent customer service; • appropriate risk management; • budget management 5. A professional qualification relevant to children and family services <p><i>Leadership and Management Skills</i></p> <ol style="list-style-type: none"> 6. Can demonstrate the abilities to drive the team toward key outcomes, able to provide a positive example by working 	<p><i>Personal skills and general competencies</i></p> <ol style="list-style-type: none"> 10. Sets an excellent example of customer care for other staff. 11. Effectively sets direction for a team providing motivation for all to deliver high performance. 12. Anticipates customer needs to provide excellent service continually striving to improve efficiency and effectiveness 13. Sets challenging targets for performance for the team as well as delivering a high degree of personal effectiveness 14. Ensures the Council’s policies for fairness and respect are delivered including setting high personal standards 15. Takes an active role in managing risk, health and safety and safeguarding issues.
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<p>efficiently, thinking about and taking action to anticipate opportunities and deal with emerging issues.</p> <p>7. Able to empower staff to develop ideas for increasing efficiency, managing the team to be ambitious but realistic in achieving the highest possible performance levels.</p> <p>8. Ability to identify issues that could impact on service delivery and develop a number of options to mitigate these issues</p> <p>9. Able to ensure that staff are deployed as efficiently and effectively as possible, in line with customers' needs, changing priorities, national changes and performance levels.</p>	
<p><i>Experience</i></p> <p>16. A minimum of three years post qualification experience of working with children, young people and their families</p> <p>17. Experience of planning and organising team work or co-ordinating complex activities</p> <p>18. Experience of operating in a multi-agency environment</p>	
<p><i>Role Dimensions</i></p> <p>19. To provide line management supervision for up to ten practitioners</p> <p>20. To work unsocial hours, including evenings and weekends, in line with service needs</p> <p>21. Reports to a Team Manager</p>	

Date 30 December 2014