

## **Job Description**

<b>DIRECTORATE:</b>	Social Services & Wellbeing
<b>DEPARTMENT:</b>	Adult Social Care / Integrated Community Services – Community Resource Team / Early Intervention and Prevention Hub and Hospital Social Work Team
<b>POST:</b>	Senior Practitioner – Early Intervention and Prevention Hub
<b>GRADE OF POST:</b>	GR13
<b>RESPONSIBLE TO:</b>	Early Intervention and Prevention Hub Team Manager

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### **JOB PURPOSE:**

Working at the forefront of best practice, the post requires a highly skilled practitioner who has a demonstrable track record of building productive relationships with adult individuals, carers and partner agencies.

To promote professional practice, providing leadership within the team, and high level support to the Early Intervention and Prevention Hub Team Manager. To support excellent social work practice to deliver proportionate, initial, time specific, strength based, outcome focused assessments.

The focus of your work will be to ensure that individuals are maximising their independence through prevention and building resilience, where appropriate.

You will actively seek community connections and community resources to support robust signposting and the offer of information and advice.

To provide outstanding social work practice by leading and promoting the delivery of the highest level of practice skills and developments, through the ability to inspire and mentor the team and individual team members.

To actively promote our 'Strengths-Based Model of Practice-Working to Achieve Outcomes'.

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## **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- In conjunction with the Early Intervention and Prevention Hub Team Manager, be responsible for ensuring the delivery of high-quality, proportionate, strengths-based assessments of an individual's goals and needs, identifying risks to independence of the individual and their carers.
- Help support the carrying out of high-quality strengths-based, outcome focused, proportionate assessments, identifying risks to independence of the individual and their carers.
- Undertaking any delegated, deputising responsibilities for the Early Intervention and Prevention Hub Team Manager.
- Being responsible for provision of expert professional advice and support to the social work team.
- Develop the skill and knowledge base of team colleagues and identify staff training needs.
- Ensuring that practice is of a high standard and that the quality and performance of service is equitable and maintained.
- Have responsibility for a specific caseload, undertaking assessments, developing directed plans of care and support with individuals and their carers. Collaborate with other relevant professionals that are aligned to the service, enabling individuals to achieve their aspirations and 'what matters'.
- Ensuring that information, advice, assessment, and decision making, is strengths-based, outcome focused and aligned to promoting independence for individuals' directed aspirations. Delivering high quality information, advice and assessments with individuals, their families, and carers.
- Managing and be responsible for the resources of the Directorate and Health Board as delegated and required, with a high level of expertise relating to the NHS Continuing Health Care procedures and criteria.
- Maintaining up to date recording on the electronic files, and relevant documents as required by the Directorate and Health Board to deliver good standards for practice.
- Being responsible for own performance against agreed national health and social care targets.
- Preparing for and participate in supervision and personal development reviews with line manager, and identify personal development and training needs to maintain registration.
- Supporting the Early Intervention and Prevention Hub Team Manager and the Early Intervention and Prevention Hub and Hospital Social Work Team Service Manager in their responsibilities, in ensuring the effective operation of their work and the delivery of continual service improvements.
- To adhere to the All Wales Safeguarding Procedures.
- With the Early Intervention and Prevention Hub Team Manager, contribute to social work within the service in line with the Primary & Community Services Strategic Delivery Programme, the Wellbeing

Directorate's Business Plan and Commissioning Strategy, delivering through innovative, transformative approaches, the agreed model of strengths-based, outcome focused practice.

## **GENERAL DUTIES**

### **Health and Safety**

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

### **Equal Opportunities**

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

### **Safeguarding**

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or IAA and Safeguarding Team.

### **Review and Right to Vary**

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

## **CRIMINAL RECORDS CHECK**

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

## Person Specification

### Senior Practitioner – Early Intervention and Prevention Hub

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>A recognised Social Work qualification e.g CQSW, DipSW, BA hons in SW.</li> <li>Evidence of CPD/Post qualifying training.</li> <li>Registration with Social Care Wales.</li> </ul>	<p>Yes</p> <p>Yes</p>	<p>Production of original Qualification Certificates and application form.</p>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>At least 3 years post qualification experience.</li> <li>Commitment to effective multidisciplinary, integrated approaches to working.</li> <li>Knowledge and experience of working with wide ranging, complex needs.</li> <li>Knowledge of current policy, statutory guidance and the Law as it is applied and affects people in the delivery of Social Care &amp; Health Services, (including the principles of the Social Services and Wellbeing (Wales) Act 2014, the Integrated Assessment Framework and NHS Continuing Health Care).</li> <li>Experience of practice educating/ supervising/ mentoring and/or managing staff.</li> <li>Experience of managing within allocated resources.</li> <li>Knowledge of performance management in health care settings.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Knowledge &amp; Experience (continued)</b>	<ul style="list-style-type: none"> <li>• An understanding of the principles of citizen directed support.</li> <li>• An understanding of the equality duty of public bodies.</li> </ul>	Yes	Interview, application form, and selection process.
<b>Skills &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to achieve the highest professional practice skills, through the ability to motivate, mentor and develop team members and colleagues.</li> <li>• Effective interpersonal and people skills.</li> <li>• Ability to manage and resolve conflict in a positive way.</li> <li>• Ability to utilise IT systems to record and evidence work, undertaking any necessary training.</li> <li>• Ability to work in a professional manner, represent the directorate and health board at a variety of internal and external meetings.</li> <li>• A demonstrable commitment to equalities and anti-discriminatory practice and ability to integrate equality policies into strategy and service delivery.</li> <li>• To work to the Code of Professional Practice for Social Care.</li> <li>• You will be required to have your own vehicle.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul>	Yes	Interview, application form, and selection process.