

## Job Description

<b>DIRECTORATE:</b>	Social Services & Wellbeing
<b>DEPARTMENT:</b>	Children's Social Care / Case Management & Transition
<b>POST:</b>	Senior Practitioner – Care Experience Children's Team
<b>GRADE OF POST:</b>	GR13
<b>RESPONSIBLE TO:</b>	Team Manager – Care Experience Children's Team

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### JOB PURPOSE:

To work within a team for care experienced children to support the team manager and deputy team manager in providing a range of services to children who are looked after by the Local Authority. To support staff within the team, and hold the cases of looked after children.

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### PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Holding a caseload comprising of sensitive, acute and complex Looked After Children cases.
- Having case responsibility for and undertaking direct work with care experienced children.
- Line managing, advising, and providing professional consultation/mentoring to social workers and family support staff.
- Providing teams with a consultancy service in an area of specialism based on skills, knowledge, and experience.
- Developing the skills and knowledge base of the team, identifying training and development needs as required.
- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training and development activities.
- Contributing to service delivery, practice standards and staff performance.
- Working with families with complex situations and providing a strong response to identified needs and concerns. This will include services to children who are looked after.
- Chairing and participating in multi-agency meetings.
- Deputising for the Team Manager as and when required.

### 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 Team or Children's IAA Service within MASH.

**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 criminal records check through the Disclosure & Barring Service (DBS).

## Person Specification

### Senior Practitioner – Care Experience Children’s Team

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 (Yes).

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• Social Work Degree or other Social Work qualification recognised by Social Care Wales.</li> </ul>	Yes	Production of original Qualification Certificates and application form.
	<ul style="list-style-type: none"> <li>• Registration with Social Care Wales.</li> </ul>	Yes	
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• A minimum of three years post qualifying experience in Children’s safeguarding services.</li> </ul>	Yes	Interview, application form and selection process.
	<ul style="list-style-type: none"> <li>• Knowledge of Social Care legislation and its relevance to Children’s Services.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>• Knowledge/skills in investigation and child protection/ assessment/care management procedures, information systems and quality assurance issues.</li> </ul>		
	<ul style="list-style-type: none"> <li>• Experience of working with children and families who have complex needs, which require a high level of expertise to be met.</li> </ul>		
	<ul style="list-style-type: none"> <li>• Experience of participating in programmes designed to develop the skills of staff e.g. mentoring, supervising students, support staff.</li> </ul>		
	<ul style="list-style-type: none"> <li>• Experience of supervising, mentoring and/or managing staff.</li> </ul>	Yes	
<b>Skills &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Ability to make decisions appropriately.</li> </ul>	Yes	Interview, application form, and selection process.
	<ul style="list-style-type: none"> <li>• Excellent skills in investigation and assessment.</li> </ul>		

Attributes	Requirements	Essential	Method of Evaluation/ Testing
	<ul style="list-style-type: none"> <li>• Capacity to problem solve whilst working under pressure.</li> <li>• Ability to provide constructive working relationships with colleagues and other agencies.</li> </ul>	Yes	
<b>Skills &amp; Personal Qualities Continued</b>	<ul style="list-style-type: none"> <li>• Good interpersonal and communication skills including face to face communication and written work.</li> <li>• Effective IT skills to make optimum use of available communication media to disseminate information and maintain computer-based records in line with government requirements.</li> <li>• Ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviour.</li> <li>• Ability to demonstrate a commitment to protecting children and young people and valuing diversity and respect for others language, religion and culture.</li> <li>• Ability to present reports and information.</li> <li>• Ability to comprehend complex information.</li> <li>• Ability to think clearly and demonstrate good organisational skills.</li> <li>• Ability to define and achieve targets.</li> <li>• Driving license with access to vehicle.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

# Bridgend County Borough Council

## Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

[www.bridgend.gov.uk](http://www.bridgend.gov.uk)

