

## JOB DESCRIPTION

### Lead Practitioner



## JOB PURPOSE

To work with children and families with complex needs. To implement individual programmes of intervention and to work alongside managers of local services to ensure the effective implementation of integrated service for children and families.

## PRINCIPAL ACCOUNTABILITIES

- Improve the well-being and opportunities of children, young people and their families by supporting them to address problems arising from any issues that may be impacting on their well-being and development.
- In conjunction with the Service Manager, co-ordinate referrals and assessments.
- Oversee and develop practice in line with service objectives.
- Maintain and develop positive communication between service users, staff and external agencies including supporting colleagues to review intervention programmes for individuals and families.
- Manage a caseload and work together with families to develop individual plans of intervention which respond to the family's assessed needs and priorities.
- Plan and implement interventions including support and advice to colleagues on assessment of need, planning and intervention.
- Provide a range of interventions, including individual and group work programmes of support, for children and families.
- Support colleagues through peer and live support to ensure best practice delivery is met.

## SCOPE OF PLANNING AND ORGANISATION

The post holder will report to the Service Manager or Assistant Service Manager.

The post holder is expected to co-ordinate the casework of the service and deal with the day to day issues regarding casework practice in consultation with line managers as appropriate. The post holder will contribute to overseeing and maintaining case recording and monitoring and evaluating systems.

The post holder will participate in the ongoing development of the service and contributes to practice development across the services offering practice direction to relevant colleagues and contributing to service reviews and evaluation meetings.

The post holder has responsibility for planning their caseload; working together with families to develop individual care plans which respond to the family's assessed needs and priorities.

The post holder is expected to plan and organise any required expenditure in agreement with the line manager.

### **SCOPE OF JUDGEMENT AND DECISION MAKING**

The post holder assists the line manager to maintain an overview of casework. This post is the senior post in the team in relation to practice guidance and there is a requirement to maintain current knowledge of practice issues and developments.

As lead worker in a multi-agency context, the post holder will maintain an understanding of partner agency policies and procedures, and where they are part of the inter-agency team, adhere to these as required.

As lead worker the post holder will assist the manager to ensure the effective implementation of the integrated service.

As lead worker the post holder contributes to the development and direction of practice and informs practice decisions.

The post holder is part of a Care at Home Service and will be involved in lone working with service users off site. This may be in service users' homes or undertaking tasks in another setting

The post holder helps workers manage risk in decisions regarding suitability of the home for outreach/lone work. This will include taking into account the possible impact on the children relating to parental drugs or alcohol use; parental mental ill-health, domestic abuse and social isolation.

The post holder makes a key contribution to setting high standards of intervention for service users.

### **KEY RELATIONSHIPS**

#### **Internal**

- Liaise with colleagues to ensure continuity of assessment, planning, intervention and review of service delivery for individuals and families.
- Liaise with other Aberlour services and Partnership colleagues to communicate information about the various activities within the services to ensure integrated working.

- Participate in working groups in order to contribute to the decision-making process.
- Liaise with staff to manage and prioritise workload.
- All staff are expected to attend team meetings and keep up to date with changes at service and organisational level. This includes accessing work email accounts, Aberlour intranet sites and supporting our marketing & fundraising initiatives and social media channels to help promote Aberlour

### **External**

- Liaise with external agencies to ensure positive multi agency working.
- Chair and ensure accurate recording of team, community and any other meetings ensuring appropriate dissemination to relevant persons.
- Engage with local group forums etc as identified by line manager to promote the service, influence policy and ensure good communications.
- Provide reports for reviews, courts, hearings, case conferences to Social Workers, Children's, Reporter, Courts, etc.
- Maintain relationships with external associated agencies, Health Visitors, Social Workers, Education Services, Learning Communities, GP's, psychiatrists, community centres etc, in order to support families and address individual and group needs.

### **QUALIFICATIONS**

A relevant professional qualification at SCQF level 7 or above  
or

Equivalent knowledge acquired by other means (this will not apply where there are externally specified qualifications for the post e.g. SSSC)

### **EXPERIENCE**

Working with children and vulnerable families.

### **KNOWLEDGE/SKILLS**

The post holder requires to be able to demonstrate knowledge of child development; family dynamics and how adult behaviour and lifestyle impacts upon the parenting role. The post holder will also have an understanding of how interventions are expected to benefit service users as a well as having an understanding of, and commitment to people's rights. Examples include:

- Anti-discriminatory practice;
- Effects of trauma, deprivation and environment on young people;
- Child care law and child protection;
- Human and child development;

- Children's rights and children's responsibilities;
- Social care theory for practice;
- Social policy and its application to social services provision;
- Effects and interventions of problem substance use and its impact on children.

**Skills:**

- Engage and empathise with parents and their children who have a variety of needs;
- Self-motivation and ability to work on own initiative;
- Demonstrate verbal and written communication skills to support the recording and engagement with partners.
- Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications. Training on specific systems will be provided

**Ability to:**

- Assess and manage potential risk situations.
- Work jointly with relevant professionals and voluntary agencies.
- Review relevant material and communicate information.
- Work as part of a team and provide a lead to colleagues.
- Form and maintain effective working relationships with other agencies.

**JOB CHALLENGES**

Balancing the practitioner role with lead practitioner responsibilities.

Dealing with client group's complex needs and offering an individualised service.

**Additional Information –**

The post holder may undertake driving duties whether in own vehicle, or a vehicle owned by/hired by the service.

The post holder will be required to work occasional evenings and weekends.