

# LONDON BOROUGH OF LEWISHAM

## JOB DESCRIPTION

Designation:	Advanced Practitioner (Adult Social Care)	Grade:	SCP 41-43
Reports to (Designation):	Lead Operational Manager / Principal Social Worker	Grade:	PO8
Directorate:	Adults Social Care	Section:	Adults Social Care

### Main Purpose of the job:

To work as an expert social worker taking the lead or provide guidance around complex/high Risk casework where appropriate.

To model and support others to maintain an open and supportive culture of reflection and learning to support practice that meets local standards and is congruent with our vision, values, practice framework and statutory duties and responsibilities.

To support the Manager and the needs of the service through the provision of supervision, advice, mentoring and consultation to others.

To lead on promoting and supporting the continuing professional development of others, including facilitating practice reflection, team practice development and group supervision sessions, and embedding work-based learning.

The Advanced Practitioner (Adult Social Care) will be based within an operational team and will work closely with the Principal Social Worker and QA Lead.

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### Summary of Responsibilities and Personal Duties:

#### PERSONAL DUTIES

1. To work closely with the Principal Social Worker to develop evidence based learning opportunities, ensure access to relevant training and monitor CPD requirements across the service.
2. To lead on the completion of a training needs analysis within the service area to support individual and continued professional development and to inform the wider professional development offer.
3. To take a lead role in a specialist area of practice that aligns with service needs and priorities. This could include the Assessed and Supported Year in Experience (ASYE) as well as core practice areas of such as Hospital Discharge, Co-production, Adult Safeguarding etc.

4. To undertake complex/high risk adult social care case work that requires a high level of social work expertise and knowledge, in order to provide adults with better outcomes. Including undertaking the role of a Safeguarding Adults Manager as required.
5. To supervise, support, advice and mentor students and Newly Qualified and others in relation to Complex/High Risk cases. This will include authorising assessments, plans and other documents and chairing multi-disciplinary and multi-agency meetings.
6. To support, advice and mentor others to ensure understanding and compliance with legislation, statutory guidance, our local practice framework, policies and procedures, and using relevant social work theories and models of intervention.
7. To model and support others to deliver relationship-based, evidence-based and reflective practice which is congruent with the vision, values, practice framework and meets the expected practice standards.
8. To champion staff wellbeing.
9. To promote effective participation and engagement with people with lived experience and their carers. Leading on seeking feedback in order to learn and deliver good outcomes.
10. To undertake the role of Practice Educator and be willing to undertake the PEPS in the first 6-months in their role and offer learning opportunities within the team as required.
11. To undertake the role of Assessed and Supported Year of Employment (ASYE) Assessor.
12. To lead on quality assurance activity carrying out monthly generic and thematic case file audits.
13. To lead on identifying and progressing any areas of practice development within service areas/teams and across Adult Social Care as needed.
14. To lead on the development and facilitate group supervision, reflective practice sessions and practice development sessions within the team/service.
15. To deputise for the Manager when required to do so by the Head of Service.
16. To undertake duties as an Approved Mental Health Professional or Best Interest Assessor on a rota basis, where qualified to do so.

## Contacts

Case Management Officers, Social Workers, Senior Social Workers, Occupational Therapists, Senior Occupational Therapists, Operational Managers, Lead Operational Managers, and Heads of Service across Adult Social Care Divisions.

Lewisham and Greenwich NHS staff and managers.

[South London & Maudsley NHS Foundation Trust \(SLaM\)](#)

Lewisham's Legal Services, where applicable.

Principal Social Worker, QA Lead and Workforce and Practice Development Service

## Equal Opportunities

To carry out all the functions and responsibilities of the post with due regard to the Council's Equal Opportunities Policy, and to participate in the development of services to meet the needs of the multi-racial community, ensuring the continuing appraisal of anti-racist and anti-sexist policies and procedures.

To keep the principles of equality and inclusion at the forefront of professional practice and service delivery.

To acknowledge diversity in the workplace and the need to tackle inequalities.

Assist in carrying out the Council's environmental policy within the day to day activities of the post.

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## PERSON SPECIFICATION

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### **Note to Candidates**

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the short listing and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of short listing.

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

<b>Equal Opportunities</b>	Commitment to implement the Council's Equal Opportunities policies	<b>S1</b>
	Awareness of Equal Opportunities issues.	<b>S2</b>
<b>Knowledge</b>	Of legislation and procedures relevant to Adults Social Care: The Care Act 2014 and its application/ Mental Capacity Act 2005 / DoLS 2007/ <a href="#">Mental Health Act 1983</a> / Human Rights ACT 1998/ Equality Act 2010 / General Data Protection Regulation 2018	<b>S3</b>
	Of current theories in relation to assessment, safeguarding adults and children In line with organisational and national requirement	<b>S4</b>
	Of issues faced by adults from ethnic minority <a href="#">and diverse</a> communities	<b>S5</b>
	Of adult learning models	<b>S6</b>
	Of strategies to monitor and raise performance at an individual and service level	<b>S7</b>

<b>Aptitude</b>	<p>Ability to analyse data and formulate plans for intervention and service provision</p> <p>Ability to organise own work</p> <p>Ability to recognise the limits of own <b>ability</b> and responsibility and to seek appropriate support, advice and supervision</p> <p>An ability to seek ways of improving practice in their team, and to respond enthusiastically to implement changes that are introduced by others</p> <p>To be self-motivated and have strong problem-solving skills</p> <p>To set clear targets, to work towards and meet these</p>
<b>Competences/ Skills</b>	<p>Excellent communication skills <b>S8</b></p> <p>Excellent team working skills <b>S9</b></p> <p>Offering advice, motivating, mentoring and supporting social workers, senior social workers and learners. <b>S10</b></p> <p>Ability to help others learn and develop <b>S11</b></p> <p>Ability to create innovative solutions, thinking “out of the box”</p> <p>Ability to produce clear, literate and appropriate reports and correspondence for a wide readership and to a high standard <b>S12</b></p> <p>An ability to use Information Technology <b>S13</b></p> <p>The ability to assist in building strong working relationships in a team, and with other parts of the Adult’s Division, Council, Health, Voluntary Sector and people with lived experience with the aim of collectively achieving service objectives, including with the PSW building relationships external to the organisation. <b>S14</b></p> <p>The ability to generate viable action plans, putting them into operation, and then monitoring progress to ensure objectives are achieved. <b>S15</b></p>
<b>Experience</b>	<p>At least 2 years senior social work experience in Adult Social Care <b>S16</b></p> <p>Experience of transferring learning/knowledge to others <b>S17</b></p>
<b>General Education</b>	<p>Social Work Degree, DipSW or equivalent PEP’s 1-2, Practice Teaching Award or equivalent/ or ready to undertake those in the first 6 months of appointment <b>S18</b></p> <p>Registered with Social Work England <b>S19</b></p>

<b>Personal Qualities</b>	Self-motivating Excellent interpersonal skills Flexible Able to motivate others Personally robust Able to deal with conflict/criticism in a professional manner Confident
<b>Circumstances</b>	Ability to work some evenings and weekends on occasion  Ability to work alone
<b>Physical</b>	Generally candidates must meet standard Lewisham requirements for the post.

*(Please note qualifications are an essential requirement and ORIGINAL Certificates only will be accepted; these will be verified before start of appointment).*