



# Falkland Islands Government – Job Description

|                    |   |                  |                 |
|--------------------|---|------------------|-----------------|
| <b>Job Title:</b>  | Advanced Practitioner (Children & Families) |                  |                 |
| <b>Department:</b> | Health & Social Services                    | <b>Section:</b>  | Social Services |
| <b>Reports to:</b> | Head of Social Services                     |                  |                 |
| <b>Grade:</b>      | Falkland Islands Government Grade – C       | <b>Job Code:</b> | 203AC1          |

## Job Purpose

- Undertake professional and comprehensive casework for a complex caseload of children and young people.
- Work with family trauma and parenting difficulties to improve the Department's ability to manage complex family cases in the long-term.
- Develop services to children in need and their families, and maintain the register of children with disabilities.
- Maintain high professional standards and good overall knowledge of relevant legislation, regulation and practice methods, and provide guidance and support to less experienced staff to help them develop their professional skills and knowledge.
- As lead professional, to contribute to the provision of good quality services which integrate government and local initiatives and guidance (including Working Together, Safeguarding Procedures, Looked After Children's processes, the Single Assessment and Common Assessment Framework).
- Use the Signs of Safety Framework to implement strengths-based child protection assessments/planning.

## Main Accountabilities

### Casework:

- Manage an allocated caseload appropriate to the extensive experience of the Social Worker to include complex Signs of Safety assessments of children, families and parenting other work to meet statutory requirements.
- Work within the Falkland Islands Governments policies, procedures and good practice guidelines in order to meet the needs of the children and families allocated.
- Work with children and young people, families, carers and communities in a strengths based approach to help them make informed decisions, engender change enabling them to clarify and express their needs and be partners in service planning.
- Maintain up to date case notes and other records and write reports, including court reports, and give evidence in court.
- Deliver the following programmes to families: Safer Families, the Freedom Project and Parenting Programmes, etc.



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| <b>Job Title:</b>   | Advanced Practitioner (Children & Families) |
| <b>Main Accountabilities (<i>continued</i>)</b>   |   |
| <b>Casework: (<i>continued</i>)</b>   |   |
| <ul style="list-style-type: none"><li>• Undertake specialist assessments for court proceedings.</li><li>• Ensure the supervisor is kept fully apprised of problems arising from cases or work load and to seek advice as and when necessary.</li><li>• When working with families, to recognise, monitor and assess risk and ensure information about risk is escalated to managers in a timely manner.</li><li>• Develop and maintain positive working relationships with service users and other professionals.</li><li>• Act as the duty worker for the team responding to queries and issues.</li></ul>   |   |
| <b>Learning &amp; Development:</b>  |   |
| <ul style="list-style-type: none"><li>• Keep up to date with contemporary issues in children's social work including legislation and evidence-based practice and use this to inform working practice.</li><li>• Use supervision to reflect on cases, and put learning into practice.</li><li>• Identify own individual learning needs in line with your social work registration requirements and attend relevant training and development opportunities.</li></ul>   |   |
| <b>Lead Professional:</b>   |   |
| <ul style="list-style-type: none"><li>• Liaise with colleagues in own and other directorates and external agencies to gather information to inform assessment and care planning activities, jointly plan and deliver interventions.</li><li>• Participate in planning/reviewing the cases of children in care, child protection and support fostering arrangements and placements at the Young Person's Unit.</li><li>• Provide constructive challenge to enhance practice, procedures and policies, promote innovation, and introduce new ways of working.</li><li>• Contribute to multi-agency actions and objectives.</li><li>• Provide leadership and professional wisdom to colleagues and other professionals for work in situations of high complexity.</li><li>• Provide professional supervision to Social Work Assistants.</li><li>• Carry out any other duties, commensurate with the post, as may be required for the efficient running of the service.</li></ul> |   |



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## Main Accountabilities (*continued*)

### Scope:

- Works within the parameters agreed with the supervisor or Head of Social Services for a specific piece of work.
- Requires awareness of budgetary limitations to ensure the correct permissions are sought for any proposed expenditure.

***The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.***

### Additional Information:

- Requirement to deputise for Head of Social Services for Childcare Services during periods of absence.
- Participation in the 24 hour on-call service on a rota basis.

### Criminal Record Checks - This post is regarded as a sensitive post

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.



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| <b>Person Specification:</b>   | Advanced Practitioner (Children & Families) |           |                   |
|--|---|-----------|-------------------|
| Criteria   | Essential                                   | Desirable | Assessment Method |
| <b>Qualifications:</b>   |   |           |                   |
| A degree in Social Work approved by one of the following regulators: <ul style="list-style-type: none"> <li>Social Work England.</li> <li>Social Care Wales (SCW).</li> <li>Northern Ireland Social Care Council (NISCC)</li> <li>Scottish Social Services Council (SSSC).</li> <li>If qualifying after 2013 to have completed and passed the Assessed and Supported Year in Employment</li> </ul> | ✓   |           | A                 |
| A Post Graduate Diploma or PQ specialist award or have appropriate equivalent experience, (RQF 7 or NVQ 5 equivalent)  | ✓   |           | A                 |
| Evidence of commitment to CPD as required by your registration body  | ✓   |           | A                 |
| Full current manual driving licence  | ✓   |           | A                 |
| <b>Knowledge and Experience:</b>   |   |           |                   |
| Five years relevant post qualifying experience   | ✓   |           | A/I               |
| Experience of identifying the needs of children and young people and establishing targeted planning to meet their needs  | ✓   |           | A/I/R             |
| Practical experience producing in depth and analytical assessments for complex cases   | ✓   |           | A/I/R             |
| Experience of chairing multi-disciplinary meetings and contributing effectively to them as required  | ✓   |           | A/I/R             |
| Experience of undertaking assessments and writing court reports and presenting evidence in court   | ✓   |           | A/I/R             |
| Experience of Signs of Safety model of social work   |   | ✓         | A/I/R             |
| Achieving Best Evidence trained and experienced  |   | ✓         | A                 |
| Experience in an Emergency Duty Team or 'Standby' work   |   | ✓         | A                 |
| Experience of working with children with disabilities  |   | ✓         | A                 |
| A 'restorative' approach to professional practice and leadership   |   | ✓         | A/I               |



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| <b>Person Specification:</b>  | Advanced Practitioner (Children & Families) |                  |                          |
| <b>Criteria</b>   | <b>Essential</b>                            | <b>Desirable</b> | <b>Assessment Method</b> |
| <b>Knowledge and Understanding:</b>   |   |                  |                          |
| Excellent knowledge of child protection, looked after children, and associated child in need social work practice issues  | ✓   |                  | A/I/R                    |
| Excellent knowledge of social work intervention   | ✓   |                  | I/R                      |
| In-depth knowledge of relevant legislation, regulations, guidance and policies and able to adapt quickly to local legislation, regulations, guidance and policies.  | ✓   |                  | A/I                      |
| Excellent knowledge and understanding of the framework for the assessment of children in need and their families  | ✓   |                  | I/R                      |
| Contemporary knowledge of social work applications, i.e. attachment theory, enabling change, parenting and kinship assessments, behaviour and behaviour management.                                       | ✓   |                  | I                        |
| <b>Skills and Abilities:</b>  |   |                  |                          |
| Fluent in the use of Microsoft (Word, Excel, PowerPoint, etc.)  | ✓   |                  | A                        |
| Proven ability to work effectively as a team member   | ✓   |                  | I/R                      |
| Good organisational and planning skills   | ✓   |                  | A/I/R                    |
| Good report writing skills and attention to detail  | ✓   |                  | A/I/R                    |
| Ability to mentor colleagues and develop assessment skills  | ✓   |                  | I                        |
| Ability, through reflection, to analyse, interpret and make constructive plans  | ✓   |                  | I/R                      |
| Good capacity to think analytically to solve problems and issues, making rational, realistic and sound judgements   | ✓   |                  | I/R                      |
| Strong interpersonal skills, especially in working with clients   | ✓   |                  | I/R                      |
| <b>Personal Qualities:</b>  |   |                  |                          |
| Ability to adapt and cope with a changing environment and support colleagues in these circumstances   | ✓   |                  | I/R                      |
| Ability to manage pressure effectively and cope well with conflict and challenge  | ✓   |                  | I/R                      |
| Flexible in the use of time and prepared to work, sometimes, at times outside the normal working day  | ✓   |                  | I/R                      |
| Able to attend meetings and to work in a variety of locations both within Stanley and in Camp on request  | ✓   |                  | I                        |
| <b>Note to Applicants:</b> Please ensure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criterion on your application form. |   |                  |                          |

**Method of Assessment:** A - Application Form I - Selection Interview R - Reference