



Cumberland Council

Post Specification

Date	April 2024
Post Group Number	8200
Post Title	Professional Practice Lead – Social Work
Job Family	People Care and Development
Job Family Role Profile	PCD 16
Final Grade	16

To be read in conjunction with the job family role profile

Service Area description

The Professional Practice Lead – Social Work is based within the Adult Social Care and Housing Directorate. The post holder will be line managed by the Adult Principal Social Worker, supporting them in the execution of their statutory role and functions.

The Care Act 2014, S1.27 makes it a statutory requirement for local authorities to have in place a designated Adult Principal Social Worker. The Adult Principal Social Worker is the Professional and Practice lead for Adult Social Workers responsible for Adult Social Care and Housing practice standards across Cumberland.

The post holder will need to work collaboratively with operational colleagues in Adult Social Care and Housing to ensure practice tools, governance, policy and procedure work is co-produced and meaningful to those who use it in their day to day work and that it takes account of the interdependencies of the customer, health colleagues, provider services and the third sector.

Purpose of this post

To work in the Quality and Resources division to manage and lead a team of Advanced Practice Leads in the support of the Adult Principal Social Worker in leading effective social work practice, practice development and governance across Adult Social Care and Housing in Cumberland.

To provide advice and professional leadership, development and governance for effective social work practice across a range of practitioner teams, supporting and advising on the quality of practice, standards and professional development to managers, practitioners and partner agencies.

To promote co-production and strengths based, person-centred practice which is appropriately balanced with safeguarding responsibilities.

To contribute as appropriate to strategic and service level planning across the directorate.

To promote the profession of social work both within the Council and with external partners including members of the public.

To link with partner agencies in the promotion and development of practice.

To deputise for the Adult Principal Social Worker as required.

To represent the Council as required.

Key job specific accountabilities

1. Leadership of the Advanced Practice Lead Team social work function including co-ordination of the team's work plan, allocating work, monitoring of progress against team plans and individual appraisal objectives. Overall leadership, oversight and responsibility for team practice.
2. Contribute to the development and implementation of service plans and strategic plans under the supervision of the Adults Principal Social Worker.
3. Contribute to the development and improvement of practice tools and other support systems under the supervision of the Adults Principal Social Worker.
4. To cultivate and promote an inclusive, transparent, strengths based culture within the team, promoting the development of the team and individual members.
5. To be a positive role model for team members and other practitioners. To build and maintain positive working relationships with other teams and services.
6. Line Management responsibility for the Advanced Practice Lead Team Social Work staff including the implementation of the council's People Management processes including recruitment and retention, discipline, performance and appraisal and attendance management.
7. Overall responsibility for team members health, safety and wellbeing.
8. Overall responsibility for decision making to ensure consistent, safe and equitable approaches within the team.
9. Responsibility for ensuring self and team operate within the relevant national legislation, professional standards of practice and organisation policies and procedures.
10. Ensure self and team carry out duties according to instruction, legal and procedural frameworks and individual and organisational performance outcomes frameworks.
11. Ensure appropriate balanced and robust risk assessment and risk management processes and systems are in place which enable staff to identify, record, plan for and mitigate risk, appropriately and proportionately, escalating where necessary.
12. Represent Adult Social Care and the Authority with partners and stakeholders as required.
13. To ensure the effective implementation of the Safeguarding Adult Policies and Procedure and support the Local Authorities statutory Duty under the Care Act.
14. To operate as a service or profession expert by providing expert advice to managers, staff and partner agencies.
15. To act as a point of expert practice in cases of performance appraisal.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities

- Responsible for grants or project budgets as required.

Staff Management Responsibilities

- Line management responsibility for Advanced Practice Lead Social Work staff and other staff as required

Other	<ul style="list-style-type: none"> • Representing the council's adult social work service locally, nationally and internationally.
Essential Criteria - Qualifications, knowledge, experience and expertise	
<ul style="list-style-type: none"> • Social work degree, or equivalent prior qualification • Evidence of ongoing professional development • Registered Social Worker with SW England • Substantial post qualifying experience (minimum 2 years) • Experience of managing and monitoring budgets and resources • Experience in leading, managing and motivating staff • Extensive experience of managing risk to adults • Extensive knowledge of relevant legislation and experience of applying in complex settings • Significant understanding of relevant research evidence • Excellent ability to communicate both orally and in writing • Proven leadership skills including practice supervision • Knowledge of methods of coaching and staff development 	
Disclosure and Barring Service – DBS Checks	
<ul style="list-style-type: none"> • This post requires a DBS check. • The level of check required is: <ul style="list-style-type: none"> ◦ DBS Enhanced – Adults and Children 	
Job working circumstances	
Emotional Demands	May involve infrequently dealing with individuals who are distressed. Dealing with conflict with colleagues across the health and care systems.
Physical Demands	Normal
Working Conditions	Normal
Other Factors	
<ul style="list-style-type: none"> • Travel across Cumberland with occasional need to travel beyond Cumberland. 	