

Job Title	Range	Main Purpose of Job	Level A (Developing)	Level B (Practising) In addition to level A	Level C (Accomplished) In addition to levels A and B
Practice Support and Partner Liaison Manager	Range 6	<ul style="list-style-type: none"> Lead by example by leveraging professional experience and insights to inspire and motivate teams towards best practices in adult social care. Champion a strength-based practice model that empowers individuals with mental health challenges, focusing on their strengths and potential. Provide support and effective challenge through Quality Assurance and audits, highlighting good practices and addressing areas for improvement through learning. Act as a change agent to drive improvements in practice standards, promoting Medway's ASC vision and the Care Quality Commission's commitment to safe, effective, compassionate, high-quality care. Focus on prevention and enablement with an emphasis on mental health. Build strong partnerships by liaising with various community establishments and actively engaging the voices of practitioners, adults, carers, and families. Uphold professional standards set by Medway Council and promote the One Medway Council Plan and its values. Additionally, foster a collaborative environment by working closely with partners across different sectors, including attending ward rounds and engaging with acute hospital settings. This collaboration ensures a holistic 	Required for this level	In addition to level 6A	In addition to levels 6A and 6B
			<p>Qualifications</p> <ul style="list-style-type: none"> 5 GCSEs Grade 4 or above, (or equivalent) in English and Mathematics or equivalent. Level 3 in business administration / customer service or equivalent qualification 	<p>Qualifications</p> <ul style="list-style-type: none"> Evidence of continuous professional development 	<p>Qualifications</p> <ul style="list-style-type: none"> Evidence of continuous professional development
			<p>Knowledge</p> <ul style="list-style-type: none"> Ability to demonstrate practical and procedural knowledge across a specialist area in which you are engaged together with detailed knowledge of the associated organisational policies, practices and procedures. knowledge in the areas in which you are working including systems and legislation that govern how you work. proven knowledge and experience in the application of relevant theoretical frameworks, practice models and research findings. Demonstrable knowledge of the skills and abilities required to facilitate the learning of others. A good understanding of GDPR and FOIs legislation and best practice in relation to information sharing. Knowledge and understanding of equality and diversity and promotes this across the service. Detailed knowledge of HR and Health and Safety policies and procedures. Knowledge of establishing effective internal and external partnerships 	<p>Knowledge</p> <ul style="list-style-type: none"> Detailed knowledge and ability to make best use of resources and effectively managing budget. Extensive knowledge of the service and the wider organisational context and how these interface with Members, possessing the skills required to take a lead role in ensuring partnerships work. Efficient knowledge of council systems in order to provide accurate management information. 	<p>Knowledge</p> <ul style="list-style-type: none"> Exceptional knowledge of and ability to plan projects and tasks in a structured way, monitoring progress against plans and can embed these into working practice.

		<p>approach to care, integrating services from the voluntary sector and other community resources. By actively listening to and incorporating feedback from all stakeholders, including practitioners, adults, carers, and families, you can ensure that the services provided are responsive and tailored to the needs of the community. This approach not only enhances the quality of care but also strengthens the trust and cooperation between all parties involved.</p>	<p><u>Experience</u></p> <ul style="list-style-type: none"> • Experience of managing, coaching and/or mentoring others at an advanced level. • Experience of managing and delivering projects, working within and achieving income targets. 	<p><u>Experience</u></p> <ul style="list-style-type: none"> • A minimum of 12 months experience at Level 6A for career progression applications. • Competent of using different communication methods with an adaptable style • Experience of delivering and implementing training. • Experience of supporting others in managing recruitment and retention. • Experience of building sound and productive working relationships with customers, colleagues, partners and staff groups and can engage others in a credible and persuasive way. • Experience of overseeing the management of business projects. • Proven experience of providing supervision and expert advice to colleagues 	<p><u>Experience</u></p> <ul style="list-style-type: none"> • A minimum of 24 months experience at Level 6B for career progression applications. • Proficient experience of supporting others to work well under pressure and difficult situations. • Consistent and effectiveness to make informed decisions; balance challenges from different perspectives, analyse potential outcomes, take calculated risks, and make difficult decisions that help service improvement. • Experience of identifying and acting on own development needs. • Proven effective experience of monitoring the quality of practice and being accountable for improvements.
			<p><u>Skills</u></p> <ul style="list-style-type: none"> • Skilled in the use of Microsoft Word, Excel, Teams and Outlook • Ability to use analytical skills to interpret complex information in order to improve service delivery and prepare reports for senior managers. • Ability to deliver on service plan targets for the team • Ability to interpret service plans and develop practical and achievable work plans. • Ability to act as a role model to promote equality and manage diversity in the workplace. • Demonstrates highly developed communication and interpersonal skills. • Ability to write clearly and concisely, producing high quality written reports. 	<p><u>Skills</u></p> <ul style="list-style-type: none"> • Proven ability to build and develop productive teams to identify better ways of working and manage change effectively. • Proven ability to take a collaborative and respectful approach, with the ability to challenge constructively to ensure successful outcomes. • Demonstrates sound judgement in decision making, resolving problems and providing direction in complex and sensitive situations. • Adept to develop consistent and strong relationships with staff across the organisation and external stakeholders. • Ability to effectively escalate both internally and externally when appropriate. • Ability to appropriately manage difficult/sensitive situations. 	<p><u>Skills</u></p> <ul style="list-style-type: none"> • Strong effective assessment and management of risk • Consistent capable ability to drive innovation, support new initiatives and apply rational thinking. • Expert use of leadership and coaching skills to improve performance and share best practice

				<ul style="list-style-type: none"> Ability to work confidently and on own initiative with a high degree of autonomy. Skilled to manage time and workload effectively. 	
MIST Lead Intervention Practitioner	Range 6	<ul style="list-style-type: none"> Deliver hands-on practice with adults experiencing multiple disadvantage (e.g. homelessness, trauma, mental ill-health, substance use) to achieve sustainable outcomes. Act as a change agent, embedding trauma-informed and strengths-based approaches across the Medway Intensive Support Team (MIST). Line Manage the Social Care Officers, providing supervision, coaching and mentoring to them and support staff to improve practice quality and resilience. Contribute to the strategic development of the MIST model, ensuring that frontline practice learning informs pathways, commissioning priorities, and service design. Support delivery of cost savings by reducing reliance on high-cost placements, crisis interventions, hospital admissions and tenancy breakdowns through proactive and preventative practice. Develop partnerships to support integrated approaches to care, improving access to services, and promoting recovery and stability through person-centred support. 	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> 5 GCSEs Grade 4 or above (or equivalent) including English and Mathematics. Level 3 in Business administration 	<p>Qualifications</p> <ul style="list-style-type: none"> Evidence of ongoing professional development in trauma-informed practice, strengths-based practice, or equivalent. Willingness to commence to level 5 qualification in leadership and management or equivalent. 	<p>Qualifications</p> <ul style="list-style-type: none"> Management qualification (ILM Level 5 or equivalent) Evidence of continued professional development
			<p>Knowledge</p> <ul style="list-style-type: none"> Strong understanding of working with adults experiencing multiple disadvantage (homelessness, mental health, trauma, substance use). Knowledge of safeguarding responsibilities under the Care Act. Understanding of strengths-based and trauma-informed practice approaches. Awareness of how different systems (housing, health, justice, voluntary sector) intersect in supporting vulnerable adults. Knowledge of domestic abuse, parental conflict and exploitation risks And how they affect families and vulnerable adults. 	<p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of partnership working, joint planning and resource-sharing across services. Understanding of the financial impact of interventions. Knowledge of best use of resources and effective management of budgets Knowledge of multi-agency safeguarding forums (MARAC, DAHA) and how they inform case management. Understanding of inspection frameworks and how services evidence impact. Knowledge of data systems and quality monitoring tools. 	<p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of service design and development, with the ability to contribute and feed practice insights into strategic planning. Awareness of how to represent Medway at external boards, conferences and forums.
			<p>Experience</p> <ul style="list-style-type: none"> Demonstrable experience of providing direct support to adults with multiple and complex needs (such as homelessness, trauma, substance use, mental ill-health). Previous experience of supporting or guiding colleagues in day-to-day practice, including offering advice in challenging situations. Experience of working in multi-agency settings, coordinating interventions across different services 	<p>Experience</p> <ul style="list-style-type: none"> Experience of embedding strengths-based and trauma-informed approaches in frontline practice. Evidence of supporting service improvement, such as contributing to reflective sessions, audits, or learning reviews. Experience of demonstrating value for money through prevention, early intervention, or reducing high-cost placements. Experience of Supervising, mentoring or coaching colleagues, including those 	<p>Experience</p> <ul style="list-style-type: none"> Significant experience in a senior practice role or equivalent, showing ability to act as a practice lead. Experience of shaping service models or pilot approaches, feeding frontline insights into development. Demonstrated experience of supporting teams or services through periods of change or complexity. Experience of representing Medway at multi-agency boards/forums Experience of supporting external inspections (e.g. CQC)

			<ul style="list-style-type: none"> • Experience of engaging and advocating for families, ensuring all family members voices are heard in planning and intervention. • Experience of managing case timeliness and preventing drift/delay. • Experience of undertaking and supporting risk assessments (e.g. pregnancy, exploitation, activity safety). 	<ul style="list-style-type: none"> • on probation or struggling with caseloads. • Experience of supporting staff wellbeing, including health needs and personal circumstances, linking with HR/Occupational Health where needed. • Experience of delivering or co-delivering training and workshops (e.g. domestic abuse, fatherhood, strengthening family relationships). • Experience of using data monitoring tools to track timeliness and performance. 	<ul style="list-style-type: none"> • Experience of developing networks with community organisations, faith groups, and charities to secure resources at no/low cost.
			<p>Skills</p> <ul style="list-style-type: none"> • Strong communication, interpersonal and organisation skills, with the ability to build trust with adults facing multiple disadvantage. • Ability to prioritise workload and manage competing demands in complex situations. • Competence in recording, report writing, and sharing information clearly with partners. • Excellent written communication skills. • Competence in accurate recording, reporting, and case oversight. 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in mentoring, coaching or supervising others to build their practice confidence. • Analytical skills to identify patterns and risks from practice, and to contribute to reflective learning. • Ability to manage difficult or sensitive situations with resilience and empathy. • Confidence in supporting and coaching staff in high-risk or emotionally charged situations. • Ability to engage men/fathers in services, challenging assumptions and encouraging active involvement. • Ability to co-deliver workshops and training to staff and partners. 	<p>Skills</p> <ul style="list-style-type: none"> • Ability to link practice evidence to strategic development, contributing to the ongoing design of MIST. • Capacity to use creativity and innovation when faced with complex barriers to engagement or support. • Strong influencing and negotiation skills, enabling effective collaboration with senior stakeholders and Partners • Ability to champion practice areas and be proactive in their development

Practice Development Manager	SW4	Support the research, design, and delivery of high-quality practice across all of Adults Services and the wider system, identifying opportunities that will deliver service improvements to the residents of Medway. This may include the consideration and adherence to financial regulations and budgetary constraints		In addition to level SW4A	In addition to levels SW4A and SW4B
			<p>Sector Specific framework: Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards.</p>	<p>Sector Specific framework: Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards.</p>	<p>Sector Specific framework: Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards.</p>
			<p>Qualifications</p> <ul style="list-style-type: none"> • A recognised Social Work (SWE) or Occupational Therapy qualification. 	<p>Qualifications</p> <ul style="list-style-type: none"> • Evidence of ongoing continuous professional development. 	<p>Qualifications</p> <ul style="list-style-type: none"> • Evidence of ongoing continuous professional development.
		Promote and support professional development, through implementing and undertaking training/learning			

		<p>opportunities, embedding strengths-based practice and maximising individuals' autonomy to promote independence and healthier lives.</p> <p>Promote and support the individual development and career progression of students and practitioners in order to develop their knowledge, skills, values and practice.</p> <p>Lead on the recruitment, retention, induction, workshops and observations providing feedback for critical reflection and learning for individuals.</p> <p>Contribute to a comprehensive quality assurance framework across the service, by undertaking a range of auditing activity, analysing, and distributing findings and working with senior managers to consider learning from audits to improve practice and make any required changes.</p> <p>Work collaboratively with stakeholders and actively engage the voice of practitioners, adults, carers, and families ensuring individuals experiences and outcomes are tailored, minimising inequalities, and promoting equality.</p> <p>Understand the potential and actual inequalities in care and support outcomes, working in collaboration with adult social care, partner agencies, communities, and the wider systems to co-produce actions to reduce inequalities, manage risks and ensure a diverse and flexible joined up approach is embedded within practice.</p> <p>Contribute to the effective formulation, monitoring, and review of policies across Adult Social Care in</p>	<ul style="list-style-type: none"> • Registration with Social Work England (SWE) or Health and Care Professions Council (HCPC) depending on role • Practice educator, Best Interest Assessor or Approved Mental Health Professional qualification or equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of relevant health and social care legislation, policies and procedures. • Knowledge of theoretical frameworks. • Knowledge of how to facilitate the learning of students and NQSW's • An understanding of the financial regulations and budget position for Adult Social Care. • Knowledge of regulatory standards, best practices, organisational policies procedures in adult social care • An understanding of the financial regulations and budget position for Adult Social Care. • Knowledge of regulatory standards, best practices, organisational policies procedures in adult social care. <p>Experience</p> <ul style="list-style-type: none"> • A minimum of 4 years post qualifying experience. • Experience of supervising social care staff, including NQSW, Assessors, Students, and Practice Educators. • Experience of coaching and/or mentoring Social Workers at an advanced level. • Experience, knowledge and understanding of working alongside partner agencies including the HEI's in education. • Experience of working within National Policies and developments relating to Adult Social Care, policy areas and the impact on vulnerable adults and their family/carers • Experience in delivering and implementing training. • Experience in supporting students, Practice Educators and assessors 	<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of specialist areas of practice across Adult Social Care. • Knowledge of how to apply relevant theoretical frameworks, practice models, and research findings. • Knowledge of mentoring and coaching • Knowledge of financial planning and policy development, driving improvements in fiscal management and operational efficiency. • An understanding of the Council's Performance Appraisal process. <p>Experience</p> <ul style="list-style-type: none"> • A minimum of 12 months experience working at Level SW4A for career progression applications • Proficient in coaching and mentoring Social Workers, providing necessary guidance to support their professional development. • Experience collaborating with partner agencies, including Higher Education Institutions (HEIs), to facilitate education and training. • Competent in delivering and implementing training programs, ensuring they meet organizational needs. • Experience supporting students, Practice Educators, and assessors in maintaining regulatory standards within the profession, with the ability to address practice concerns. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Advanced knowledge of the application of legal frameworks • Advanced knowledge of Change management • Advanced knowledge of wider systems i.e. Universities, Partners • Advanced knowledge of the application of Social Work theories and methods <p>Experience</p> <ul style="list-style-type: none"> • A minimum of 24 months experience working at Level SW4B for career progression applications. • Experience working within National Policies and developments related to Adult Social Care, with a thorough understanding of their impact on vulnerable adults and their families/carers. • Expertise in designing, delivering and implementing training programs, ensuring they are effective, comprehensive, and aligned with organisational goals.
--	--	---	---	--	---

		<p>order to integrate any changes as required.</p>	<ul style="list-style-type: none"> • Experience of supporting others in managing recruitment and retention. • Experience in conducting audits and implementing quality improvement initiatives • Experience in the application of relevant legislation, statutory guidance, standards and procedures relating to Adult Social Care 	<ul style="list-style-type: none"> • Experience assisting with recruitment and retention efforts, contributing to the attraction and retention of quality social care staff. • Proficient in integrating psychological and human development theories into practice to enhance outcomes. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Demonstrate sound professional judgments and is accountable for their actions. • Ability to complete and provide expert advice and support to others to complete a range of complex tasks such as report writing, presentations, detailed assessments, and calculations, including budgetary control and management. • Can apply and effectively use theoretical frameworks and research evidence. • Able to apply statutory requirements and guidance, local procedures, and standards as they apply to vulnerable adults and their families and carers. • Demonstrate effective assessment and management of risk ability. • Ability to drive and manage change • Demonstrable ability to analyse varied and highly complex information or situations and to develop effective solutions or strategies. • Highly developed communications skills to confidently present complex/sensitive information in an understandable way, adapting the style to a range of audiences. • Ability to make informed decisions based on evidence and best practices. • Commitment to continuous learning and professional growth. • Ability to mentor and support the development of others. • Highly developed negotiation and conflict resolution skills. 	<p>Skills</p> <ul style="list-style-type: none"> • Exhibits sound professional judgment and accountability for actions, consistently making informed decisions. • Proficient in completing and supporting complex tasks, including report writing, presentations, detailed assessments, and budget management, ensuring high-quality outcomes. • Effectively applies and utilizes theoretical frameworks and research evidence to inform practice and improve service delivery. • Expertly applies statutory requirements and guidance, as well as local procedures and standards, to support vulnerable adults and their families/carers. • Demonstrates advanced skills in risk assessment and management, ensuring the safety and well-being of service users. • Possesses highly developed communication skills, confidently presenting complex and sensitive information in an understandable manner, tailored to diverse audiences. • Significantly impacts the well-being of individuals or groups, through direct intervention and support. • Utilises leadership and coaching skills to enhance performance, share best practices, and foster a culture of continuous improvement. 	<p>Skills</p> <ul style="list-style-type: none"> • Integrates and applies advanced theoretical frameworks and research evidence to drive innovative practice and service improvements. • Expertly navigates and applies statutory requirements and guidance, as well as local procedures and standards, to effectively support vulnerable adults and their families/carers • Exhibits advanced proficiency in risk assessment and management, ensuring comprehensive safety and well-being strategies for service users. • Analyses and synthesizes highly complex information and situations, developing strategic, long-term solutions and plans. • Possesses exceptional communication skills, confidently presenting complex and sensitive information in a clear and accessible manner, tailored to diverse audiences. • Significantly enhances the well-being of individuals or groups, through direct intervention, strategic planning, and support. • Utilises advanced leadership and coaching skills to drive performance improvement, share best practices, and cultivate a culture of excellence and continuous development. • Expertise to lead the updating and refreshing of organisational policies, practices, and procedures. Demonstrates the ability to critically assess and enhance existing frameworks, ensuring they are aligned with current best practices and regulatory standards. Drives initiatives

			<ul style="list-style-type: none"> • Demonstrable ability to have a high direct impact on the well-being of individuals or groups of people. • Excellent leadership and coaching skills to improve performance, share best practice and inspire and guide others. 		to implement innovative solutions, fostering a culture of excellence and continuous improvement within the organisation.
Principal Social Worker	SW5	Actively liaise with, support and be responsive to the work of the service, providing professional advice, determining the overall priorities for quality assurance and the improvement of service delivery in line with statutory requirements and the council's value for money principles.		In addition to level SW5A	In addition to levels SW5A and SW5B
		Lead on advice and guidance to the DASS, Assistant Director, Adult Social Care management team and social care practitioners through any major changes required by national and local drivers ensuring ongoing compliance with statutory requirements e.g., nationally, the Care Act 2014 and the Mental Capacity Act.	<u>Sector Specific framework:</u> Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards.	<u>Sector Specific framework:</u> Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards.	<u>Sector Specific framework:</u> Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards.
		Lead and direct social work & social care practice standards drawing from best practice nationally and working collaboratively with operational managers and staff to embed the standards into everyday practice and ensure that an appropriate assurance system is in place to monitor delivery and compliance. Lead the development, and delivery of effective quality assurance systems to manage, monitor, evaluate, review,	<u>Qualifications</u> <ul style="list-style-type: none"> • A recognised professional qualification in Social Work • Registered Social Worker with Social Work England • Practice Educator Award and/or Best Interest Assessor and/or Approved Mental Health qualification 	<u>Qualifications</u> <ul style="list-style-type: none"> • Evidence of ongoing continuous professional development in accordance with Social Work England (SWE) to evidence post-qualifying learning • Working towards management qualification, i.e. ILM Level 5/equivalent or PSW Leadership qualification 	<u>Qualifications</u> <ul style="list-style-type: none"> • ILM Level 5 in Management/ equivalent qualification or PSW Leadership qualification • Evidence of ongoing continuous professional development in accordance with Social Work England (SWE) to evidence post-qualifying learning.
		<u>Knowledge</u> <ul style="list-style-type: none"> • Detailed knowledge of adult safeguarding practice, legislation and research. • Detailed knowledge of the qualification and competency frameworks of social work professionals. • Extensive knowledge of relevant legislation and experience of applying in complex settings. • Extensive knowledge of adult social care required to deliver effective care and support to customers and their Carers. 	<u>Knowledge</u> <ul style="list-style-type: none"> • Knowledge of 'The One Medway Council Plan' and ASC strategy and how these impacts on the Adult Social Care Division • Knowledge and understanding of budget setting process. • Knowledge of HR procedures (such as capability, grievances and disciplinaries) to manage teams effectively. • Maintain knowledge and awareness of developments in national policy, best practice and relevant legislation. 	<u>Knowledge</u> <ul style="list-style-type: none"> • Comprehensive knowledge in sector specific areas such as continuing health care (CHC) and section 117 in order to participate and represent the Local Authority in formal disputes • Knowledge and application of leadership theories and models of practice within Adult Social Care. 	

		<p>and improve practice performance to better meet the needs of local citizens and discharge the Council’s statutory and legal duties; undertaking the preparation of reports for internal and external audiences as required.</p> <p>Provide leadership and direction to support the delivery of service in accordance with agreed standards, legislation, performance targets and costs, ensuring that appropriate processes are in place to support successful recruitment and retention to meet need.</p> <p>Provide professional social work advice to colleagues across service areas at an operational and tactical level and be able to interpret national strategy for local implementation and support Operations and Team Managers to oversee complex cases and ensure continued advice and support is provided to allocated practitioners and their managers.</p> <p>Lead on the interface between Adult Social Care, the Social Work apprenticeship programme, the ASYE programme, CPD and Social Work England requirements to ensure that post qualifying programmes are delivered and balanced with operational requirements and pressures.</p> <p>Maintain awareness of developments in national policy, best practice and relevant legislation and lead work to ensure that the Council’s policies and practices meet updates to statutory and best practice requirements, ensuring that updates are shared with relevant teams for implementation.</p> <p>Represent the Council in working with partner agencies as required, including Principal Social Worker Networks, both Regional and National, MSP & ADASS Regional Forum events and the</p>	<ul style="list-style-type: none"> • Detailed knowledge of the role of the Court of Protection. • Knowledge of HR procedures to manage a service effectively. • Knowledge of General Data Protection Regulations. • Detailed knowledge and commitment to issues of equality, diversity and inclusion. 		
			<p>Experience</p> <ul style="list-style-type: none"> • Extensive post-qualifying experience and at least 2 years senior management experience • Experience as Practice Educator/Supervisor/AMHP • Experience in reviewing and evaluating social work practices to maintain compliance with established guidelines and policies. • Experience in developing and implementing a Quality Assurance Framework. • Experience in conducting thorough audits of case files and service delivery to identify areas for improvement and ensure adherence to regulatory requirements. • Experienced in using sound judgement in decision making, resolving problems and providing direction. • Can identify resources required for change and provides opportunities for developing individuals by involving them in change • Identifies opportunities in developing individuals and teams and creating opportunities for learning. • Experience of working in a political environment • Experience of the consistent application of practice standards 	<p>Experience</p> <ul style="list-style-type: none"> • A minimum of 18 months experience at SW5A for career progression applications. • Experience in developing and delivering skills training programmes and working with social work training providers. • Experienced in encouraging coproduction to improve service delivery. • Experience in managing and making decisions with complex safeguarding work, including where there are elements of conflict present. • Experience of working collaboratively internally and with partners to ensure post qualifying programmes are delivered and balanced with operational requirements and pressures • Experience in leading initiatives to enhance the quality of services provided, including the development and implementation of new procedures and best practices. • Experience of delivering strategic change management internally and externally with partners. 	<p>Experience</p> <ul style="list-style-type: none"> • A minimum of 24 months experience at SW5B for career progression applications. • Experience in implementing risk assessment and action plans to improve service delivery. • Experienced in delivering coproduction successfully. • Experience of delivering an effective service within budget
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, Teams and Outlook. 	<p>Skills</p>	<p>Skills</p> <ul style="list-style-type: none"> • Promotes and develops a culture of continuous improvement

		<p>Safeguarding Adults Board and provide strategic leadership on Persons in a Position of Trust (PiPoT) concerns.</p> <p>Contribute to a culture of staff learning which is strengths and relationship based with solution focused practice.</p> <p>Lead the Principal Social Work Team</p>	<ul style="list-style-type: none"> • Ability to act as a positive role model and leader • Shares and communicates the vision across own and related teams. • Shows support for changes that have been agreed corporately, irrespective of own views • Ability to implements ideas and innovations which impact positively on the service. • Ability to set clear targets to achieve objectives within own service area. • Encourages creativity, innovation and improvement across the Adult Social Care division. • Promotes and encourages staff ongoing professional development. • Ability to prioritise own and team's work effectively. • Able to offer solutions to improves service performance and quality. • Ability to Identify efficiency savings and opportunities for cost reduction • Able to embed a culture of best value. • Ability to proactively engage with a range of partner organisations • Can analyse the learning from complaints and audits to make positive changes to practice, service performance and delivery. 	<ul style="list-style-type: none"> • Seeks opportunities for self-development and sets challenging personal goals • Ability to provide reflective sessions with staff and their managers to improve practice. • Ability to improve service performance and quality through analysis of data continually reviewing /adjusting service plans • Can produce well written, comprehensive, succinct reports for senior management. • Ability to support, provide oversight and guidance to ASC Management Team, AD and DASS with complex cases. • Ability to develop resource plans to meet service requirements drawing up realistic budgets • Keeps teams updated on all key service and organisational information • Competent in investigating and providing responses to complaints. • Ability to influence and negotiate with a range of stakeholders • Ability to challenge and influence at all levels • Excellent leadership and coaching skills to improve performance and share best practice • Ability to deputise for Heads of Service at relevant meetings. 	<ul style="list-style-type: none"> • Keeps abreast of developments, comparator performance and best practice within the service area. • Plans and directs resources effectively to support service delivery. • Can respond positively and flexibly to changing needs and priorities. • Can embed change, supporting wider council initiatives • Able to represent Adult Services both internally and externally • Ability to deputise for Assistant Director and DASS at relevant meetings • Digitally capable, supporting social work to utilise these skills effectively to support people and carers
--	--	---	--	--	--