

## Job Description

Job title	Adolescent Intervention Team (AIT) Practitioner
Directorate	PEOPLE: Children and Adults
Division	Children's Services – Provider Services
Range	MPR 4
Reports to	Team Manager

---

### Main purpose of the job:

The purpose of the adolescent intervention team is to provide adolescents aged 11-17 with specialist intervention at the earliest opportunity for a period of up to 6 months.

We work with young people who may be experiencing an array of difficulties, examples include criminal or sexual exploitation, mental health difficulties, low level criminality, family conflict, missing from home and substance misuse.

The AIT Practitioner will work closely with internal and external partners to assess the needs of young people and will devise targeted intervention plans. AIT practitioners will also be required to frequently undertake reviews of plans, as well as facilitate meetings with professionals.

The AIT Practitioner will engage young people in direct work, using a variety of tools and techniques, taking into consideration some of the engagement difficulties that may occur when working with adolescents.

To comply with legislation, statutory guidance and local policies and procedures.

Liaise with stakeholders in a way that promotes the [One Medway Council Plan](#) and embeds our [values and behaviours](#).

### Accountabilities and outcomes:

Manage a caseload of various levels of high complexity involving assessments, reviews, interventions and preparation of reports to effectively meet the needs of the young person.

Initiate and develop close working partnerships with statutory agencies, voluntary and private sector agencies, carers, and those with parental responsibility to facilitate good outcomes for young people.

To deliver excellent, innovative early help services in a timely and effective way and demonstrate excellent evidence-based practice which will include service delivery within open access provision.

## Medway Council Job Profile

Establish rapport and build respectful, honest, challenging, and supportive relationships with young people, and their families in order to communicate effectively and ensure their views are heard, recorded accurately and, wherever possible, acted upon using a range of tools and interventions.

Maintain accurate and up to date records in line with GDPR legislation and use the Children's recording system to promote effective case management.

Contribute and participate to purposeful supervision, as required to ensure reflective discussions and management oversight of workload.

Encourage and support young people's engagement in interventions and activities, maximising the use of Medway Council's resources.

Assess and balance risk, vulnerability, and protective factors to safeguard and promote the welfare of young people and staff.

Support partners to understand their role in the provision of early help support to young people who are at risk of harm due to contextual safeguarding concerns and ensure intervention and targeted support effectively meets the needs of young people.

Work closely with colleagues to provide innovative, child centred interventions and programmes with young people and their families in various settings, including school, college, family home, youth clubs and other relevant community facilities.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

### Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

As a corporate parent, all council employees are responsible for ensuring the well-being and positive outcomes of Medway's care-experienced children and young people.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Progression Framework.

Work in accordance with the Equality Act 2010 and the Public Sector Equality Duty to eliminate unlawful discrimination, harassment and victimisation. Promoting equality of opportunity, fostering good relations and improving the quality of life and opportunities for everyone living and working in Medway.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Medway Council is a Category One responder in relation to the Civil Contingencies Act (2004) and as a result all staff working for the Authority may be asked to carry out Category One response duties or stand into the role of

## Medway Council Job Profile

another member of staff who is responding to a Major Civil Incident. **Accountabilities to Children and Young People**

The children and young people of Medway have said the following qualities are really important to them:

- Be a good listener.
- Be non-judgemental.
- Be consistent and stable.
- Be contactable.
- Understand me.
- Be honest.
- Be focused.
- Be realistic.
- Be a good timekeeper.
- Be resourceful in your approach.

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People's views and rights in everything you do.

Ensure Children and Young People's voices are listened to and acted upon.

'Do what you say and say what you do'.

### Organisation:

This role reports to the Team Leader

The post holder will not be required to line manage others but may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

### Working Style:

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or from home. There is an expectation that practitioners will be able to work flexibly across different locations, in different geographical areas as required to support service delivery.

## Person specification

All criteria at level A are considered essential.

### Qualifications

#### Level A

- Good standard of education with GCSE Maths and English grade A-C/4-9, or equivalent level 2 qualifications
- NVQ4 in working with families with multiple and complex needs (or an equivalent and relevant field of study)

## Medway Council Job Profile

### Knowledge

#### Level A

- Knowledge and understanding of legislation, policy, and practice developments relevant to children, young people, and their families.
- Knowledge and understanding of child and adolescent development and parenting skills.
- Knowledge and understanding of safeguarding policies and procedures.
- Knowledge and understanding of equality and diversity principles and relevant legislation and obligations.
- Knowledge in focus area of practice such as Mental Health, Contextual Safeguarding, Exploitation, Substance use, Special Educational Needs (SEN) etc
- Awareness of the Signs of Safety approach to practice

#### Level B (in addition to level A criteria)

- Detailed knowledge and understanding of safeguarding policies and procedures including keeping up to date with changes in standards and guidelines and embedding this in practice
- Applied knowledge of recognising and evaluating risk to children, young people and their families and assessing measures to reduce that risk.
- Detailed knowledge and understanding of child and adolescent development and parenting skills.
- Developing knowledge in focus area of practice such as Mental Health, Contextual Safeguarding, Exploitation, Substance use, Special Educational Needs (SEN) etc
- Detailed knowledge and understanding of the Early Help Strategy to ensure that this informs practice.
- Knowledge of Power BI and how this can benefit case management.

#### Level C (in addition to levels A and B)

- Knowledge of the governance arrangements for Early Help.
- Comprehensive knowledge and understanding of legislation, policy, and practice developments relevant to children, young people, and their families.
- Comprehensive knowledge in focus area of practice such as Mental Health, Contextual Safeguarding, Exploitation, Substance use, Special Educational Needs (SEN) etc and sharing this within the professional network

---

### Experience

#### Level A

- Experience of being part of and contributing to a multi-agency led plan
- Experience of working with vulnerable/at risk children, young people, and families in the public, private or voluntary sector
- Experience of undertaking direct work with children and/or young people
- Experience of using case management systems
- Experience of undertaking risk assessments and effective safety planning

#### Level B (in addition to level A criteria)

- Comprehensive experience of working effectively in a multi-agency environment working with vulnerable children, young people, and families in the public, private or voluntary sector.

## Medway Council Job Profile

- Experience devising an Early Help Plan and being the lead professional in delivering the plan
- Experience in the application of Signs of Safety
- Extensive experience of completing risk assessments and evaluating their impact using tools: Contextual Safeguarding/exploitation assessment; Missing response; Safety plans
- Some supported experience of leading case/group discussions within a team
- Experience of using PowerBI to review data and ensure their work is effective and having an impact on the children and families open to the service

### Level C (in addition to levels A and B)

- Comprehensive experience of undertaking direct work with children and young people and being able to evidence understanding of the child's lived experience
- Experience of engaging with children and young people with complex needs and/or challenging behaviours
- Comprehensive experience of application of Signs of Safety
- Comprehensive experience of undertaking risk assessments which lead to effective safety planning
- Comprehensive experience of leading case/group discussions confidently, ensuring the meeting is focused and solutions are identified for the worker to progress their intervention
- Comprehensive experience of coaching and mentoring other staff and supporting their development, leading by example in all areas of work
- Experience of using PowerBI to support other staff to manage caseload and performance

---

## Skills

### Level A

- Proficient in the use of Microsoft Word, Excel, and Outlook
- Ability to work effectively under pressure, managing time and workload effectively.
- Able to use own initiative and work independently on some tasks
- Ability to coordinate a multi-agency group to provide an effective service to children, young people and their families
- Ability to build rapport and relationships with children, young people, and their families
- Comprehensive communication, interpersonal, and negotiation skills
- Can effectively write to the child utilising young person friendly and non-blaming language
- Ability to work effectively as part of a team
- Ability to gather information and assessing children and families' needs
- Ability to deal with difficult/sensitive situations and appropriately handle confidential and sensitive information

### Level B (in addition to level A criteria)

- Pro-actively contributes to service plan objectives and targets.
- Can manage high levels of work-related pressure, with the ability to maintain own workload and meet deadlines.

## Medway Council Job Profile

- Ability to initiate and develop effective and collaborative working relationships with partners
- Can effectively gather information, analyse, assess and interpret children and families' needs and develop appropriate responses
- Can demonstrate comprehensive communication, interpersonal, and negotiation skills through leading discussions/meetings, appropriate professional challenge and reflective case notes
- Ability to creatively engage with children and young people with complex needs and/or challenging behaviours
- Ability to demonstrate flexibility to workload to meet the needs of the team and service

## Level C (in addition to levels A and B)

- Ability to remain child focused whilst working in a multi-agency framework and motivate others, including partners
- Confidently able to work with initiative and a high degree of autonomy
- Ability to confidently challenge practice or language with other professionals
- Ability to deputise on behalf of the Team Leader and/or Senior Youth Mentor