

Practice Development Lead (Social Work)

Department: Children, Young People, Education & Skills (CYPES)

Section: Children's Social Care

Reports to: Learning and Development Manager

JE Ref: CYP1175

Grade: CS11

JE Date: 17/10/2023

Job purpose

Our ambition is to develop a skilled, sustainable, and knowledgeable workforce and 'Grow Your Own' is a key part of our recruitment and retention strategy.

The Practice Development Lead is a registered, experienced Social Worker who has the knowledge and experience in the development of Newly Qualified Social Worker (NQSW) to lead the Assisted and Supported Year in Employment (ASYE). This role is essential in ensuring that newly qualified social workers have a smooth transition into their professional careers and meet the required standards of competence and practice to improve the outcomes for children.

The Practice Development Lead will be responsible for promoting excellence, developing, and delivering the practice development programme and embedding a culture of reflective learning in the social work workforce.

Job specific outcomes

- Lead and facilitate the ASYE programme in adherence with the relevant competency frameworks and industry sector standards to ensure that that NQSW have a smooth transition into their professional careers and meet the required standards of competence and practice.
- Coordinate the annual recruitment of NQSW in line with service requirements and the Recruitment Strategy
- Influence managers, social work teams, educators, and external partners to ensure adherence to the relevant policies and procedures and a consistent approach to ASYE and to facilitate a supportive learning environment for NQSW.
- Plan and deliver an induction programme to ensure that newly qualified social workers are inducted into to their roles and the organization, including understanding policies, procedures, and expectations.
- Support NQSW to develop their individualised development plans, using a range of assessment mechanisms that accurately identify their starting points and outline their learning objectives, training needs and goals for the year and coordinate and conduct regular reviews of NQSW performance to ensure achievement of the ASYE programme.

- Plan and coordinate a tailored learning and development programme and provide regular supervision and support sessions to develop their skills and knowledge and enable them to meet the competencies as stipulated by the regulatory bodies.
- Coordinate the internal and external moderation processes and act in an advisory role to the relevant internal and external panels and ensure compliance with the Skills for Care Council requirements.
- Continuously evaluate and develop the ASYE programme against service key performance indicators, incorporating feedback and best practices to ensure the development of high quality social workers.
- Act as the link person between Higher Education Institutions and the service to coordinate and facilitate statutory work placements for trainee Social Workers on BA(Hons) Social Work including coordinating the development of a Practice Education team, ensuring the development of trainee social workers in Jersey.
- Periodically collate internal and external quality assurance feedback to inform targeted practice development activity to ensure that practice improvement is evidenced in timely manner.
- Promote and support excellence in practice and act as a source of expertise and guidance across the social work workforce and develop and deliver practice development activities and events such as Practice Weeks and track and monitor on the Learning Management System (LMS), to enhance the skills and knowledge of the workforce.
- Provide professional mentoring and coaching around practice development to groups of staff and students, including supporting less experienced professionals to develop defensible, autonomous decision-making skills and promoting a culture of reflective practice.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

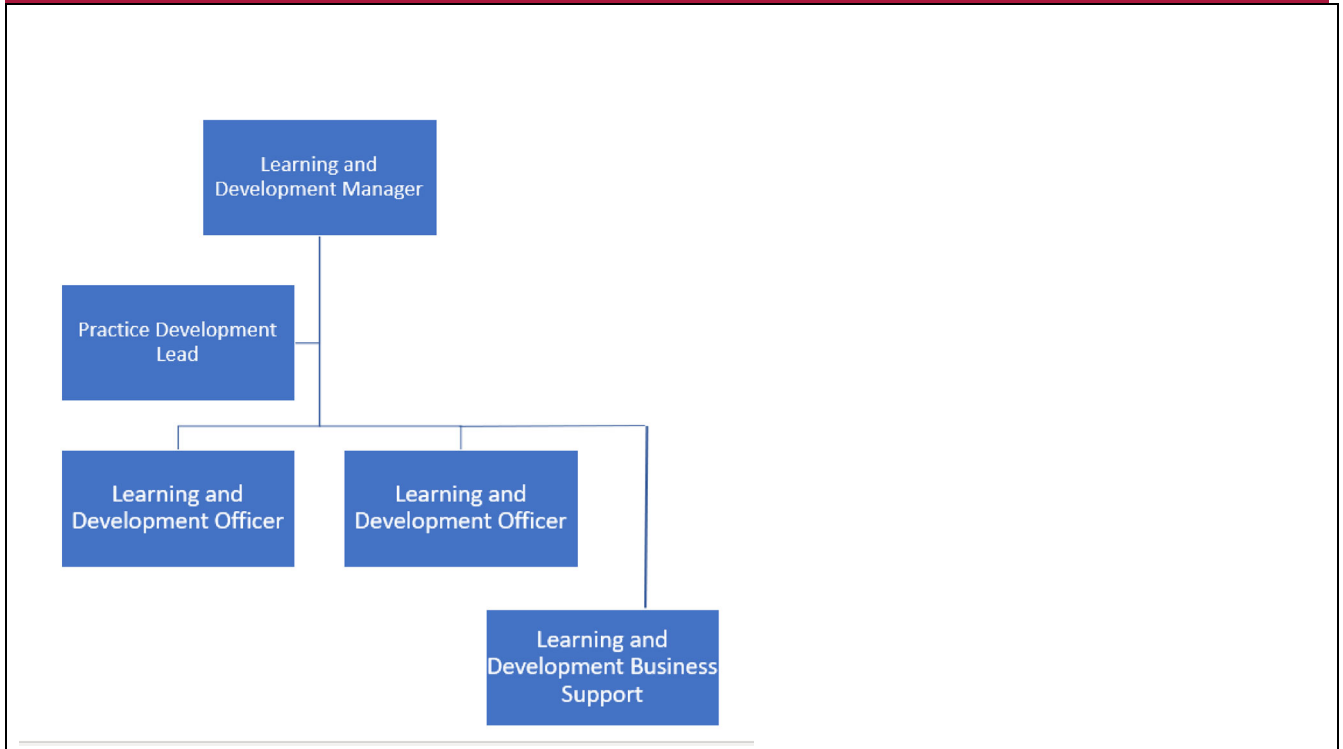
This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure

Government Departments



Organisation chart



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>A professional qualification in Social Work (e.g. Degree, Diploma or equivalent in Social Work).</p> <p>Practice Educator qualification</p>	<p>A recognised teaching/mentorship qualification</p>
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>General and Specialist knowledge in social work underpinned by theory and relevant practical experience.</p> <p>Knowledge of ASYE programme</p> <p>Knowledge of the key components required in the design, delivery, and evaluation of training programmes.</p> <p>Previous Practice Development experience</p> <p>Understanding of competency frameworks, training needs analysis and skills audits mechanisms</p>	<p>Knowledge of Learning Management Systems (LMS)</p>

	<p>Knowledge of relevant regulations, professional standards and inspection frameworks aligned to Children's Social Care</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>To be able to deliver engaging and interactive learning methods.</p> <p>Strong MS Office skills eg; Word, Excel, Outlook, Teams and PowerPoint.</p> <p>Ability to analyse data and feedback and produce reports and presentations</p>	<p>Experience of using and producing reports using a LMS system</p>
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Excellent communication skills and the ability to work independently or as part of a team.</p> <p>Excellent verbal and nonverbal communication and interpersonal skills, able to deal with stressful and conflict situations demonstrating tact, diplomacy, persuasion as well as authority</p> <p>Ability to work effectively in a busy environment to influence change</p> <p>Self-motivated and confident in delivering training to others.</p> <p>Highly effective organisation and time management skills</p>	

	<p>Ability to problem solve, anticipate, and forward plan across a range of situations, in a positive, collaborative manner.</p> <p>Ability to inspire confidence in others and act as a role model.</p> <p>Ability to plan own workload and set realistic targets for achievement</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>3 years post qualifying experience as a registered Social Worker</p> <p>Experience as a Practice Educator</p> <p>Experience of delivering training and sharing good practice forums</p>	<p>Experience of planning and organising training events, such as internal training sessions, facilitated workshops or learning circles</p>

Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.