

Person Specification

Job Title	Practice Development Lead
Grade	PO5
Service/Section	Adult Social Care Practice and Workforce Development Team
Directorate	Health and Social Care

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable
Knowledge	
Specialist knowledge of the Care Act 2014 and Adult Social Care legislation/policies/procedures and best practice, including Strength based practice models and frameworks, Mental Capacity practice and Making Safeguarding Personal.	E
Knowledge of quality assurance frameworks for adult social care practice; understanding the importance of co production in practice development, and awareness of approaches to incorporate resident feedback.	E
Knowledge of career pathways for adult social care staff and registered professionals, and development of social care practice academy. Awareness of emerging themes and technology in adult social care practice.	D
Skills and Abilities	
Qualified Social Worker and Practice Educator, registered with Social Work England, with ability to quality assure adult social care practice and adult social work practice through case file auditing frameworks.	E
Ability to review case audit findings and make recommendations for improving practice; develop action plans; review and update policies; produce practice guidance and present reports to senior management as required.	E
Ability to design and deliver appropriate learning activities, events and resources to support continuous professional development for social work, occupational therapists and social care staff to improve outcomes for residents.	D

Experience	
<p>Experience of assessing practice against social work competency frameworks. Facilitating and supporting newly qualified social workers through the Assessed Supported Year in Employment and supporting employees through Social Work apprenticeship programmes.</p> <p>Working collaboratively across operational teams and partner agencies to share best practice: and supporting the continual professional development of social workers and social care staff through mentoring, supervision and training.</p> <p>Providing practice leadership to change programmes and projects to support improvement in quality of practice, service delivery and better outcomes for residents,</p> <p>Developing learning action plans from Complaints, Safeguarding Adults Reviews, Ombudsman rulings, and any other relevant reviews, and disseminating learning to operational teams.</p>	<p>E</p> <p>E</p> <p>D</p> <p>D</p>
Equal Opportunities	
<p>Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.</p> <p>Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.</p>	<p>E</p> <p>E</p>

June 2025