**ROYAL BOROUGH OF GREENWICH**

**JOB DESCRIPTION**

**DEPARTMENT:** Children's Services **POSTHOLDER**

**SECTION:** Children and Families Service **GRADE:** P04

**POST DESIGNATION (TITLE):** Adolescent Help Lead Practitioner

**Purpose of Job:**

To be responsible for the successful running of the Adolescent Help Teams by ensuring that services are of a high quality and that they are accessible and responsive to the needs of children, young people, families and internal / external providers of Early Help and Prevention Services across the Borough of Greenwich.

Manages up to 1-2 directly managed staff
Manages up to .....indirectly managed consultancy/contracting staff….N/A

**Main Duties**

1) Understanding and ensuring that families receive adequate support where there is harm and abuse due to parental abuse, neglect, substance misuse, and mental health issues.
2) Ensure parents/carers and wider family networks are actively involved in planning and decision-making for the care and support of their children to reduce risks to the child's welfare. Work in partnership with families to identify strengths, develop solutions, and create plans that reflect their voice and promote positive outcomes of reasonable parenting or alternative arrangements for bringing up the child.
3) Manage caseloads within the team and work alongside Family Help Plans.
4) Work with the Adolescent Help Team Leader to improve parental capacity, engagement, and stability for all children within the London Borough of Greenwich.
5) Follow the effective application of guidance, policies, and procedures in response to statutory guidance, local policies, and the needs of children and their families.
6) Model a compassionate and outcome-focused approach to all issues.

7) To understand the context of child development, parenting capacity, and the needs of adults and children and the environmental factors which may be contributing to the family's situation.
8) To support families to create plans for sustainable change to reduce the likelihood of referral into statutory services.
9) Ensure that all direct work with families is focused, evidence-based, necessary, and outcomes-led.
10) To collaborate with other partners including Housing, Health, and Adults Services, etc. to plan multi-disciplinary and multi-agency plans to safeguard children.
11) To use a range of tried and tested methodologies including systemic family therapy and compassion-focused therapy.
12) Utilise problem-solving skills within the context of a professional relationship with parents and their children.
13) The post holder will supervise and coach team members if required.
14) Communicate effectively with adults and their families, ensuring that their views and wishes are heard and recorded accurately.
15) Establish rapport and build a respectful, honest, and trusted relationship with adults and their families.
16) To ensure all matters in respect of child protection and vulnerable adults are dealt with promptly, effectively, and in line with relevant procedures.
17) This post requires an Enhanced DBS with children's and adults' barred lists and will be supported by Safer Recruitment tools.
18) Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprentice Levy funding.
19) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council's Equal Opportunities and Customer Care policies.
20) To perform all duties in line with Council's staff values showing commitment to improving resident's lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.
21) To be responsible for undertaking employee investigations, hearings and appeals in line with the RBG policies and procedures.
22) Responsible for providing mentoring opportunities to junior staff
23) This post requires an Enhanced DBS with adult's barred list and will be supported by Safer Recruitment tools

24) You may be required to undertake alternative, additional or ancillary duties from time to time or transfer to another service department within the Council as the Council may reasonably direct to meet service user demand in the event of a crisis or emergency.
25) To undertake any other work appropriate to the level and general nature of the post's duties.
26) Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprentice Levy funding
27) To perform all duties in line with Council's staff values showing commitment to improving residents' lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.
28) To undertake supervision/management of staff as and when required.

Designation of the Post to which the post-holder normally reports to: Connected Families Leader

**Person Specification**

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|---|---|
| **Job Title** | Practice Lead Connected Families |
| **Grade** | P04 |
| **Service/Section** | Children and Families Service |
| **Directorate** | Children's Services |

**Method of Assessment:** AF= Application Form, T = Test, P = Presentation, I = Interview **Shortlisting Criteria:** Essential criteria assessed via application form should be used to shortlist

| Criteria | Method of Assessment | Essential/ Desirable |
|---|---|---|
| **Knowledge** | | |
| A recognised professional qualification in relation to working with children, young people and their families or evidence of continuing professional development. | AF | D |
| Substantial experience of working with children, young people, and families. | AF / I | E |
| Experience in working on issues relating to Substance Misuse, Domestic Abuse work (IDVA), and Social Work. | AF / I | E |
| Understanding caseloads for families to receive support in areas of harm, parental, neglect, substance misuse, and mental health issues. | AF / I | E |
| **Skills, Knowledge and Abilities** | | |
| Ability to summarise, analyse and evaluate complex information into concise reports and have excellent verbal communication skills. | AF/I | E |
| Knowledge and understanding of a range of evidence-based interventions and methodologies, and commitment to use of Systemic approaches, therapeutically informed practice and practical and employment support. | AF/I | D |
| Ability to develop, coordinate and deliver evidence-based programmes and group interventions. | AF/I | E |

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| Ability to prioritise, monitor and be accountable for Unit Staff through supervision and line management. | AF/I | D |
| A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and compassionate manner. | AF/T/I | E |
| Computer literacy and the skills necessary to work with information management systems and produce good quality data in a variety of formats. | T | E |
| The ability to work with word processing packages at a speed commensurate with the responsibilities of the role. | AF/I | E |
| An understanding of relationship management and the capacity to establish and maintain effective communication and working relationships and an ability to develop effective interagency working processes. | AF/I | E |
| **Equal Opportunities** | | |
| Understanding and commitment to the Council's equal opportunities of policies and ability to put into practice in the context of this post. | E | E |
| Understanding and commitment to achieving the Council's staff values and ability to put into practice in the context of this post. | E | E |