



achieving  
for children



# Family and Youth Resilience: Senior Practitioner

Scale point: 35-38 | Based in Kingston and Richmond | Permanent | Full time

## About the service

The Family and Youth Resilience Service sits within AfC Early Help which includes targeted and statutory services alongside commissioned services. The Family and Youth Resilience Service has a particular focus on vulnerable adolescents age 13 to 18, where contextual safeguarding is prevalent. Our ambition for the Youth Resilience Service is to be a truly integrated, multi-agency service to ensure there is one care plan and one lead professional without young people having to tell their story more than once, improving the journey of the child. The Service will provide statutory services for adolescents assessed to be at risk from extra-familial harm and additional multi-agency interventions for children at risk of care and those assessed at high risk of harm, either to themselves and/or others.

## About the role

The role will ensure high levels of quality interventions, and will be expected to hold the most complex cases that are referred to the service, and as required, to provide support and guidance to the Youth Resilience Social Workers.

They will use AfC's social work practice model, Signs of Safety, agreed quality standards and operating procedures. The role will represent AfC at operational multi agency and others meetings as appropriate. The post holder will be responsible for ensuring that adolescents are safeguarded from harm whilst parents and carers of adolescents are supported in their parenting capacity to protect and nurture them whilst ensuring that the public is protected where youth offending is concerned. In all roles across AfC the post holders will be expected to develop and lead a culture of partnership and innovation, so that services are child focussed and flexible.

# About you: our role specification

## Qualifications

- Educated to a degree level with a relevant professional qualification in social work.
- Active Social Work England registration and proven evidence of continuing professional development.

## Skills and experience

- Experience of managing complex cases, making sure robust risk management takes place to managed assessed vulnerabilities and risk to protect adolescents and where appropriate members of the general public.
- Experience of tailoring support packages to the needs of young people and their families in line with the Youth Resilience intervention framework to achieve best outcomes.
- To work restoratively with all adolescents and their families.
- Experience of managing people, performance and professional development to get the best out of the team.
- Experience of building strong partnerships, maintaining relationships and co-producing solutions to challenges across a diverse set of stakeholders, including children, young people and their families. Advocating the voices of those we are working with.
- Experience of keeping and maintaining records (in accordance with local policy) and producing accurate reports, presentations, written updates to a range of stakeholders (which may include families, children or young people).
- Knowledge of statutory legislation (for example Children's Act) and national policy drivers that will affect children's services and your role.
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

## Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives.
- Able to use a range of digital hardware or software to support your work effectively i.e. Microsoft or Google software.
- Strong organisational abilities including: leadership, time management, creative-thinking, problem-solving and multitasking.
- Able to work flexibly and independently with a commitment to organisational culture.
- Personal determination, drive, energy and ambition to achieve challenging objectives, celebrate success and deliver excellent outcomes for children using a strength based approach.
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills.

*The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.*

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