

JOB DESCRIPTION

Job Title: **Senior Practitioner**

Reports to: **Registered Service Manager**

Job Purpose

The post of Senior Practitioner will contribute to the effective operational management of the residential care services. Through assisting the management team, the role will contribute to the provision of safe, secure and nurturing environments for young people.

Key Responsibilities

- Ensure that staff adhere to and demonstrate Scottish Social Service Codes of Practice in their everyday work;
- Coordination of Staff Teams on Shift
- Demonstrate high levels of professionalism at all times.
- The post involves working shifts and sleepovers as required.
- Mentoring and coaching staff members and building the capacity of the staff team to deliver high quality services.
- Participating in the on-call and campus rota as required;
- Provide leadership in implementing the highest standards of care in line with the National Care Standards;
- Adhere to organisational vision and values and ensure that staff are working to expectations providing challenge and direction where necessary;
- Provide direction and allocation of tasks to team members during their shifts
- Ensure protection procedures are understood and followed at all times;
- Ensure that young people's behavioural support plans are implemented and where necessary, Safe Crisis Management (SCM) is used appropriately and effectively;
- Working with team members, ensure that staff are working towards targets set in the child's plan in meeting the individual needs of young people;
- Assuming responsibility for the effective running of services in the absence of Registered Service Managers and Assistant Service Managers, including on-call duties as agreed;
- Ensure that effective monitoring and recording, including incident reporting, keytime recordings, administering of medication, etc, are carried out effectively in line with legislative requirements and organisational policies and procedures;
- Communicate and share information as appropriate with colleagues and stakeholders
- The expectation is that the postholder will undertake other duties as appropriate to meet organisational needs.
- Support the Registered Service Manager by completing supervision of the staff team as deemed appropriate;
- Support with quality assurance in line with quality improvement plans to support continuous improvement across the organisation;

Person Specification

Qualities and Skills

- Highly motivated, strong commitment and enthusiastic;
- Mature, trustworthy and reliable;
- Strong interpersonal skills;
- Excellent communication and presentation skills;
- Ability to resolve conflict and well-developed negotiation skills;

Professional Competencies and Experience

- Sound experience and understanding of residential care and education;
- Ability to apply theory to practice including attachment and trauma and DDP;
- Comprehensive knowledge of relevant legislation, including National Care Standards;
- Ability to act professionally in a range of settings and represent senior management and the organisation appropriately;
- Ability to produce reports, presentations and plans of a high standard;
- Working knowledge of IT systems and packages and ability to use these effectively;
- Clear understanding, knowledge and application of communication systems;
- Experience in professional development, coaching and mentoring
- Experience of being a team player, Sound Leadership & problem solving, skills
- Competent in support of planning and organisational requirements.
- Staff development and focussed mentoring

Qualifications and Experience

- HNC Qualification or other relevant discipline which meets the minimum requirements for SSSC Residential Child Care Worker registration;
- SVQ Level 3
- Minimum of 3 years experience in residential care or other relevant setting;
- Driving licence essential