JOB DESCRIPTION

Job Title: Practitioner

Reports to: Registered Service Manager

Job Purpose:

To work as part of a multidisciplinary team offering a comprehensive service to young people and their families / carers. To ensure the physical, emotional, social, intellectual, spiritual and developmental needs of young people are met. To support young people within a therapeutic environment to recognise their past, enjoy the present and prepare for the future.

Overview

The postholder will report to the Registered Service Manager / Assistant Service Manager. The work of the service is allocated to all staff by the Registered Service Manager. The care plan which sets the direction and parameters for the work is developed by the care team and manager and involves young people, their families and significant others. This includes social work, health and education services as appropriate. Based on this, the postholder is expected to deal with day-to-day care needs of children and young people and to update managers in the service accordingly, referring more serious issues to managers and / or local authorities or other agencies where appropriate.

If acting as case worker, long-term planning for the young person will be reviewed, re-evaluated and documented as directed by the needs of the care plan. The postholder may be required to work across the range of services at short notice to provide staff cover and a service to children and young people as required.

The postholder works in an environment that can be as challenging as well as rewarding, where due to the complex and complicated needs of children and young people affected by trauma and loss can result in having to be engaged in episodes of physical intervention to manage potentially harmful and threatening behaviour. They must be able to work with children and young people whose levels of stage development and functioning does not match their chronological age.

Whilst there is a clear framework of policies and procedures, the postholder is expected to be able to use their judgement in managing risk and keeping young people safe. The postholder, on a day-to-day basis, must exercise judgement about how individual young people function and live their lives. The postholder is required to adapt plans and interventions accordingly. When “lone working”, they will have access to local support or telephone guidance as required.

The postholder will prepare and provide reports for, and attend, child plan development meetings, case reviews, children’s panels, case conferences and other relevant meetings where required.

Key Accountabilities / Responsibilities

1. To ensure and promote the safe care and safeguarding of all young people;
2. To work in line with Moore House Care & Education ethos and values, SSSC Codes of Practice and National Care Standards;
3. To work with young people to assist them to understand previous life experiences, responding appropriately to ensure mental health needs are met;
4. To be a positive role model, able to advocate on behalf of young people, families, carers, the organisation and the profession;
5. To provide appropriate personal care and a safe, clean environment to children and young people and ensure their physical comfort, health and wellbeing, and support them through positive living experiences;
6. To assist in the assessment, planning and delivery of services to support the care and support needs of children and young people using the service. Contribute to the development and review of individual care plans and work to these plans on a day-to-day basis;
7. Using yourself through developed relationships, to care for and work with young people within Moore House Care & Education to ensure their needs are responded to within a therapeutic environment;
8. To actively contribute to the social and academic education of the young people within the service;
9. To understand, work to, and constructively contribute to the ongoing review and development of Moore House Care & Education policies, procedures, practices and processes;
10. To contribute to recording systems designed to meet the care needs of young people within the organisation;
11. To provide outreach work or throughcare guidance or aftercare support to children and young people in line with agreed plans;
12. To work in collaboration with other aspects of the organisation and external professionals in the best interests of the young person;
13. Where appropriate, to work directly with families / carers of young people;
14. To engage positively with young people when managing behaviour using management behaviour techniques and implementing appropriate strategies;
15. To manage recording systems for finance and administration in line with policy and procedure.
16. To transport our young people, both individually and in groups, to support them to maintain contact with friends and family and ensure they have access to leisure and recreational outings and other official appointments.

Personal Competencies

- Physically and mentally fit to meet the demands of the role; E.g. Safe Crisis Management' restraints.
- Highly motivated with demonstrated commitment and enthusiasm to working with young people;
- A caring attitude and a genuine interest in the rights and welfare of young people;
- Mature, trustworthy and reliable;
- Able to work under pressure and adapt to change;
- Good interpersonal and team working skills;
- Good communication skills, verbal and written;
- Good conflict / crisis resolution skills and able to deal with aggression.

Professional Competencies

- Work in a therapeutic way with children and young people and use contemporary theory to inform their practice;
- Develop and maintain appropriate relationships, with children and young people, colleagues and other agencies;
- Put learning and development into practice and work in a solution focussed, person-centred way;
- Recognise and respond to the effects of abuse, deprivation, trauma and the environment on children and young people's functioning;
- Demonstrate good verbal and written skills and the ability to communicate clearly and sensitively with colleagues / parents / young people and other agencies as appropriate;
- Demonstrate the ability to work within established systems of work including the ability to use approved approaches to help children and young people to manage their behaviour positively, for example, Safe Crisis Management;
- Initiate, engage in, and promote meaningful activities for children and young people;
- Engage in reflective practice;
- Deliver services in a way which enables and empowers the service user;
- Assess need;
- Be self-motivated, able to work autonomously and as part of a team;
- Use your own initiative and make judgements drawing from your skills, knowledge, experience, learning and development.

Qualifications

The postholder will be required to maintain an appropriate professional registration with the Scottish Social Services Council which for the post of Practitioner is set at SCQF level 7 (for example, SVQ3 Care plus an HNC).

Experience

The postholder will have significant experience of working with young people in a community or residential setting.

Knowledge and Skills

The postholder must be able to demonstrate an understanding and application of knowledge connected to working with children and young people. Examples of knowledge areas include:

- Child Protection;
- Proficiency in using approved behaviour management techniques positively and effectively (e.g. SCM);
- Anti-discriminatory practice;
- Effects of trauma displacement, deprivation and environment on young people;
- Child care law and child protection / vulnerable groups;
- Human and child development, attachment and resilience;
- Children's and vulnerable groups' rights and responsibilities;
- Social care theory for practice;
- Social policy and its application to social services provision;
- Professional boundaries;
- Inter-agency procedures and practice.

Job Challenges

- To be able to work with groups of young people in a 'domestic' setting to ensure that their needs are met collectively and individually;
- To ensuring that positive behaviour is promoted and managed and that established behaviour management systems that are in place are used;
- To remain constructive and positive in an emotionally challenging environment.

Other

- Residential shift patterns and sleepovers may be a requirement within this post.

References and Associated Checks

- Professional references, including previous and current employers, verifying personal / professional competencies;
- Protection of Vulnerable Groups checks at Enhanced Level.

Shift Pattern and Job Type:

These Practitioner opportunities are full-time and include sleepovers and variable working patterns. We believe in a fair work / life balance and feel this helps our team members thrive. Sleepovers and longer days can help reduce any commute and support that work / life balance. Our Practitioners work a variety of shifts that includes days, evenings, weekends and sleepovers.

An example, of what your shift pattern could look like:

- Week 1 - Tuesday, Friday, Sunday
- Week 2 - Tuesday, Thursday
- Week 3 - Monday, Wednesday, Saturday
- Week 4 - Monday, Sunday

You will need to be someone who is happy working variable shifts including sleepover shifts as required.