

<b>Job Title:</b>	Advanced Practitioner – Adult Social Work		
<b>Department:</b>	Health & Social Services	<b>Section:</b>	Social Services
<b>Reports to:</b>	Head of Social Services		
<b>Grade:</b>	Falkland Islands Government Grade – C	<b>Job Code:</b>	203AC2
<b>Overall Purpose of the Role</b>			
<p>To lead on adult safeguarding and complex cases, delivering statutory social work services in accordance with relevant legislation, including the Assessment and Safeguarding of Adults Ordinance 2020 and the principles of the Mental Capacity Act 2005, in preparation for the introduction of the Mental Capacity Ordinance. The role involves multi-departmental working, developing and delivering training on adult safeguarding and the forthcoming Mental Capacity Ordinance, and establishing internal procedures to ensure effective oversight of deprivation of liberty applications and reviews.</p>			
<b>Main Accountabilities</b>			
<p><b><u>Safeguarding Duties:</u></b></p> <ul style="list-style-type: none"> <li>• Undertake or contribute to Section 10 safeguarding enquiries in accordance with the relevant legislation.</li> <li>• Ensure the principles of safeguarding are applied when assessing risk and take timely, appropriate safeguarding actions, whilst ensuring the individual is central to the process.</li> <li>• Work with adults, families, carers, and professionals to develop protection plans that reduce or remove risk.</li> <li>• Participate in safeguarding strategy discussions and case conferences, contributing to multi-agency planning.</li> <li>• Ensure safeguarding cases are recorded accurately and in line with statutory guidance.</li> <li>• Escalate serious concerns and liaise with the Team Manager and legal team as required.</li> <li>• Conduct Achieving Best Evidence interviews in accordance with guidance.</li> <li>• Undertake S69 enquires under the Children Ordinance 2014 if required.</li> <li>• Act as a Falkland Islands Designated Officer if required (similar role/responsibilities as Local Authority Designated Officer (LADO) in England and Wales) as outlined in the Safeguarding of Children and Young People Procedures.</li> </ul> <p><b><u>Assessment and Case Management:</u></b></p> <ul style="list-style-type: none"> <li>• Carry out strengths-based assessments of adults and carers to determine eligibility for care and support.</li> <li>• Develop person-centred care and support plans that promote independence and meet assessed needs.</li> <li>• Review and monitor support plans to ensure outcomes are met and risks are managed appropriately.</li> <li>• Apply the Mental Capacity Ordinance, including undertaking capacity assessments and best interest decisions.</li> <li>• Undertake social work functions in hospital discharge, community, safeguarding, and learning disability settings (as appropriate).</li> </ul>			

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<b>Main Accountabilities continued:</b>	
<p><b><u>Assessment and Case Management:</u></b></p> <ul style="list-style-type: none"> <li>• Undertake social work functions in hospital discharge, community, safeguarding, and learning disability settings (as appropriate).</li> <li>• Prepare reports and attend court as appropriate.</li> </ul> <p>Occasionally undertake statutory work with children and families as required.</p> <p><b><u>Multi-agency Working:</u></b></p> <ul style="list-style-type: none"> <li>• Build positive relationships and collaborate with health professionals, police, housing, probation, and voluntary sector organisations etc.</li> <li>• Participate in multi-disciplinary team meetings and case reviews.</li> <li>• Provide advice and guidance to other professionals regarding adult safeguarding processes and thresholds.</li> <li>• Ensure that a focused service is provided, monitor and resolve service user problems and improve satisfaction of outcomes</li> </ul> <p><b><u>Learning &amp; Development</u></b></p> <ul style="list-style-type: none"> <li>• Keep up to date with contemporary issues in Adult social work including legislation and evidence based practice and use this to inform working practice.</li> <li>• Use supervision to reflect on cases, and put learning into practice.</li> </ul> <p><b><u>Lead Professional</u></b></p> <ul style="list-style-type: none"> <li>• Liaise with colleagues in own and other directorates and external agencies to gather information to inform assessment and care planning activities, jointly plan and deliver interventions.</li> <li>• Provide constructive challenge to enhance practice, procedures and policies, promote innovation, and introduce new ways of working.</li> <li>• Provide formal supervision, advice and support to the Social Work Assistant / Social Workers as required to ensure that effective and sound decisions are made.</li> <li>• Provide leadership and professional insights to colleagues and other professionals for work in situations of high complexity.</li> </ul> <p><b><u>Scope</u></b></p> <ul style="list-style-type: none"> <li>• Works within the parameters agreed with the Head of Social Services for a specific piece of work.</li> <li>• Requires awareness of budgetary limitations to ensure the correct permissions are sought for any proposed expenditure.</li> </ul>	

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<b>Additional Information</b>	
<ul style="list-style-type: none"> <li>• Requirement to deputise for Head of Social Services during periods of absence.</li> <li>• The post holder will be required to participate in the 24 hour on-call service on a rota basis</li> </ul>	
<b>Criminal Record Checks: (This post is regarded as a sensitive post)</b>	
<p>All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an ‘unspent’ conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).</p> <p>Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.</p> <p>Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.</p>	

Person Specification:	Advanced Practitioner – Adult Social Work		
Criteria	Essential	Desirable	Assessment Method
<b>Knowledge, Skills &amp; Experience</b>			
Five years relevant post qualifying experience working in the UK. (Experience in a British Overseas Territory working under a UK model may be considered)	✓		A/I
Experience of assessing and identifying the needs of adults and establishing targeted planning to meet their needs	✓		A/I/R
Practical experience producing in depth and analytical assessments for complex cases	✓		A/I/R
Experience of chairing multi-disciplinary meetings	✓		A/I/R
Experience of undertaking assessments and writing court reports and presenting evidence in court	✓		A/I/R
Achieving Best Evidence trained and experienced	✓		A/I
Possesses an insight and understanding of the pressures of working in a small community and the professional behaviour required in that context	✓		I
Supervisory experience and experience of signing off assessments and supporting colleagues	✓		A/I/R
Sound knowledge of adult social work practice issues, social work interventions and a good understanding of the assessment of adults	✓		A/I/R
Contemporary knowledge of social work theories and models	✓		I/R
In-depth knowledge of relevant legislation, regulations, guidance and policies	✓		A/I/R
Good IT skills, including the ability to use Outlook and other IT software packages effectively	✓		A/I/R
Good organisational and planning skills	✓		A/I/R
Ability to write appropriate reports and keep documents up to date	✓		A/I/R
Ability to develop and deliver training and support the introduction new practices, processes and procedures as required e.g. Mental Capacity Ordinance	✓		A/I/R
Ability, through reflection, to analyse, interpret and make positive plans	✓		I/R
Ability to effectively solve problems and issues, making rational, realistic and effective judgements	✓		I/R

Person Specification:		Advanced Practitioner – Adult Social Work		
Criteria		Essential	Desirable	Assessment Method
Knowledge, Skills & Experience (Continued)				
Highly effective interpersonal and communication skills		✓		A/I/R
Ability to manage pressure effectively and deal positively and constructively with conflict and challenge		✓		I/R
Ability to prioritise and use time effectively and be prepared to work, sometimes, outside the normal working day		✓		A/I/R
Proven ability to work effectively as a team and as an individual		✓		I/R
Able to attend meetings and to work in a variety of locations both within Stanley and in Camp		✓		I
Experience in an Emergency Duty Team or 'Standby' work			✓	A/I
Experience of working with adults with disabilities			✓	A/I
Personal Attributes:				
Proactive, flexible and enthusiastic individual with a 'can do' attitude		✓		I/R
Adaptable and pragmatic		✓		I/R
Mentally and emotionally resilient		✓		I/R
Align with FIGs Core Values – Diverse, Professional, Resilient & Resourceful		✓		I/R
Qualifications & Training				
<p>A degree in Social Work approved by one of the following regulators and current registration with one of the below:</p> <ul style="list-style-type: none"> <li>❖ Social Work England.</li> <li>❖ Social Care Wales.</li> <li>❖ Northern Ireland Social Care Council (NISCC) - in Northern Ireland.</li> <li>❖ Scottish Social Services Council (SSSC) - in Scotland.</li> <li>❖ If qualifying after 2013, to have completed and passed the Assessed and Supported Year in Employment</li> </ul>		✓		A

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Criteria	Essential	Desirable	Assessment Method
<b>Qualifications &amp; Training continued</b>			
A Post Graduate Diploma or PQ specialist award or have appropriate equivalent experience, (RQF 7 or NVQ 5 equivalent)	✓		A
Best Interest assessor qualification	✓		A
Evidence of commitment to CPD as required by one of the registration bodies listed above	✓		A
Possession of a full current manual driving licence	✓		A
<b>Note to Applicants:</b> Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

**Method of assessment:**

A - Application Form    I - Selection Interview

R – Reference

O - Other