

JOB DESCRIPTION

JOB TITLE: Senior Practitioner – North Wales

OFFICE LOCATION: Caernarfon/ Wrexham

LINE MANAGER: North Wales Advocacy Team Manager

SUPERVISORY RESPONSIBILITIES: North Wales Advocates

PRINCIPAL JOB PURPOSE:

The Senior Practitioner will have two main purposes:

- to provide advocacy to children and young people
- to support the Team Manager through the direct line management of the following members of the North Wales Advocacy Service: Advocates working from the Wrexham office, IV Coordinator, sessional staff.

To provide an advocacy service for children and young people by:

1. Speaking up for children and young people and where possible enabling them to speak up for themselves. Helping them to achieve an understanding and to participate in and influence decisions that affect their lives. Representing their views, wishes and needs to decision-makers and seeking remedies for breaches of their human rights.
2. To assist young people in exploring options, understanding rights and in making complaints using informal and formal complaints procedures.
3. To negotiate with social workers, senior managers, foster carers, solicitors and other professionals on young people's behalf.
4. To accompany children and young people to decision-making forums and ensure that their views are represented.
5. To publicise the advocacy service to children and young people eligible to receive the service.
6. To promote equal opportunities, anti-oppressive practice and work in an anti-discriminatory way.
7. To monitor referrals/contacts with service users and keep accurate records.
8. In conjunction with the Team Manager and other staff, provide training and

information sessions for Social Service staff, carers and other agencies as requested.

9. To attend relevant meetings within TGP Cymru as agreed with the Team Manager.
10. To line manage identified members of the North Wales Advocacy Service staff, implementing and maintaining TGP Cymru's policies and practice.
11. To coordinate and manage the provision of Residential Visiting Advocacy to Local Authority residential homes.
12. To convene advocacy meetings and ensure that effective communication systems are in place.
13. To act as point of contact for everyday staff queries/ informal case discussion for all staff in the team.
14. To assist with the recruitment and selection of staff to the North Wales Service in accordance with TGP Cymru's recruitment and selection policies and procedures.
15. To assist with the induction, supervision and appraisal of staff, in conjunction with TGP Cymru's policies and procedures.
16. To assist in the evaluation of the Service.
17. To ensure that Child Protection concerns which arise are identified and appropriate decisions are made regarding risk assessment and referral to Social Services under the supervision of the Team Manager.
18. Develop and maintain good working relationships with other agencies.

Such other duties and responsibilities as may reasonably be required by the Organisation and which are consistent with grade.

WORKING CONDITIONS

30 - 37 hours per week

Some work outside of office hours is necessary requiring a flexible approach to the working week. Occasional weekend work and occasional overnight stays to attend training / conferences /events or similar may be required

Travel to various locations requiring a full driving licence and access to transport

**Core competencies (Applicable to all staff)
alongside specific National Occupational Standards**

Communicating Effectively:	Expresses information and ideas in a clear, concise and accurate manner; listens actively and ensures information is shared
Respecting Individual and Cultural Differences:	Demonstrates the ability to work constructively with people of all cultures gender and backgrounds
Showing Team Spirit:	Develops effective relationships with colleagues and team members within and across the organisation
Managing Yourself:	Manages own behavior in a self-reflective manner and seeks opportunities for continuous learning and professional growth
Producing Results:	Produces quality results in a service-oriented and timely manner and is committed to deliver agreed outcomes
Embracing Change:	Is open to new approaches and ideas, responds positively to change and adapts quickly to new situations

PERSON SPECIFICATION

(Specific to this role)

*When completing your application form, please ensure you include evidence of how you meet all the essential criteria/requirements outlined. If you meet any of the desirable requirements, please also include evidence of this. Before completing the application form, you should ensure you read:- *'Guidelines for completing the application form'*

REQUIREMENTS	ESSENTIAL/ DESIRABLE	HOW MEASURED Application Form (A) Interview (I) Documentation (D) Test (T)
QUALIFICATIONS		
A professional qualification in social work, youth and community work or related discipline such as Health and Education.	D	A – D
A recognized supervisory qualification or willingness to work towards.	E	A – D
EXPERIENCE OF:		
<ul style="list-style-type: none"> • Multi agency working 	E	A-I
<ul style="list-style-type: none"> • Direct work with children and young people 	E	A-I
<ul style="list-style-type: none"> • Providing Independent Professional Advocacy for children young people 	D	A-I
<ul style="list-style-type: none"> • Supervising Staff 	E	A-I
SKILLS, KNOWLEDGE AND UNDERSTANDING		
<ul style="list-style-type: none"> • Independent Professional Advocacy 	E	A-I
<ul style="list-style-type: none"> • Issues affecting children and young people in the Care System (including Looked After Children and Children in receipt of Care and Support from Social Services) 	E	A-I
OTHER		
<ul style="list-style-type: none"> • The ability to speak Welsh 	D	A – I
<ul style="list-style-type: none"> • Full driving licence 	E	A – I