

## **Consultant Practitioner (CP) JOB DESCRIPTION & PERSON SPECIFICATION**

### **Residential & Outreach Services**

#### **Job Purpose**

To provide advanced practice support across both residential and outreach services, strengthening the quality of assessment and intervention, supporting complex case work, and developing staff capability.

The Consultant Practitioner plays a key role in connecting residential and community-based practice, supporting consistency, continuity for families, and the development of integrated approaches to assessment and support.

The role is line managed within the Outreach service, reflecting its contribution to strengthening practice development and community-based work, while maintaining a core function across both residential and outreach services.

#### **Reporting and Working Relationships**

- **Line Manager:** Head of Outreach
- **Key Working Relationships:**
  - Head of Residential
  - Registered Managers
  - Assessing Social Workers
  - Practice Leads
  - Outreach practitioners

The role works across both services and will maintain close and regular collaboration with both service Heads to ensure balanced contribution and alignment of priorities.

#### **Key Responsibilities**

##### **1. Practice Quality Across Services**

- Support high standards of practice in both residential and outreach services
- Promote consistency in assessment, intervention, and recording
- Provide expert input into complex or high-risk cases

##### **2. Cross-Service Integration (Core Function)**

- Act as a bridge between residential and outreach teams

- Support continuity for families moving between services
- Contribute to shared approaches, tools, and frameworks
- Support the development of integrated pathways across services

### **3. Case Consultation and Support**

- Provide consultation on complex parenting assessments and interventions
- Support practitioners in analysis, formulation, and decision-making
- Work alongside Assessing Social Workers where additional expertise is required

### **4. Supporting Flexible Assessment Models**

- Contribute to the development and delivery of:
  - shorter diagnostic assessments
  - community-based and hybrid assessments
  - transition and post-placement support
- Support staff to adapt practice across different settings

### **5. Staff Development and Reflective Practice**

- Provide coaching, mentoring, and guidance to staff across both services
- Support reflective supervision and group learning
- Identify development needs and contribute to training

### **6. Practice Development and Innovation**

- Contribute to the development of practice frameworks, tools, and guidance
- Support implementation of new ways of working
- Share learning across residential and outreach teams

### **7. Safeguarding and Risk**

- Provide additional guidance in complex safeguarding situations
- Support staff in managing risk and uncertainty
- Promote a strong safeguarding culture across both services

## **Scope and Boundaries of the Role**

- The Consultant Practitioner does not hold line management responsibility
- The role provides practice support, challenge, and development, not operational management
- The role works across both services, with priorities agreed in collaboration with service Heads

## **Person Specification**

### **Essential**

- Qualified Social Worker (Social Work England registered)
- **Minimum 3 years post-qualifying experience**
- Strong experience of assessment and intervention with families
- Experience working with complex and high-risk cases
- Ability to support, challenge and develop other practitioners
- Strong analytical and reflective skills

### **Desirable**

- Experience across both residential and community/outreach settings
- Experience of mentoring, coaching or training staff
- Knowledge of parenting assessments and court processes
- Understanding of trauma-informed and strengths-based practice

### **Skills and Competencies**

- Ability to analyse complex information and support decision-making
- Strong communication and influencing skills
- Ability to work across teams and manage competing priorities
- Confidence to provide constructive challenge
- Ability to build credibility without formal authority

### **Personal Attributes**

- Highly reflective and thoughtful
- Calm and composed in complex situations

- Approachable and supportive
- Professional confidence and integrity
- Flexible and adaptable