Aberdeenshire COUNCIL

Job Profile

August 2026

1. JOB IDENTITY

Post Title:	Senior Practitioner Children's Services	**Service:**	Education and Children's Services
Section:	Children's Social Work Service	**Grade:**	Senior Practitioner L
Reports to:	Team Manager		

2. JOB PURPOSE

- Provide a professional social work service to children, families, individuals and groups within current legislation, policies and procedures of Aberdeenshire Council through working in partnership with service users, other professionals and agencies within the wider community.
- Enhance the work of the team through supporting the Team Manager in terms of managing day to day operational business when required, supporting team members in case management through mentoring, consultation and direct supervision and promoting continuous service development.

There is a responsibility for the post holder to demonstrate a commitment to quality service delivery through continuous improvement for the benefit of the Service and the organisation

3. CORE RESPONSIBILITIES / DUTIES

- Support team members in relation to casework as an integral part of their day-to-day role.
- Represent the service with other agencies, promoting joint working arrangements and opportunities for integrated practice
- Utilising knowledge and experience, participate in the identification and development of Service priorities and strategic planning
- Undertake specific pieces of project/service development work which should be written up and presented at relevant forums informing strategic planning at both local and national level
- Provide direct supervision of identified members of staff
- Contribute to/lead on quality assurance processes on behalf of the service
- Chair internal and multi-agency meetings, including team meetings
- Attendance at management meetings and groups on behalf of the team manager
- Allocate casework as appropriate
- Undertake complex casework on behalf of the service.
- Assessment, care planning, provision and / or commissioning of services to children in need, including those with disabilities, those who require protection or at risk, looked after children and their families
- Direct work with children, families and individuals

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- Application of professional interviewing techniques, information gathering and therapeutic intervention directly with children and their families.
- Carry out statutory and agency responsibilities including report writing and child/young person's plans.
- Maintain record keeping systems in line with corporate and statutory records management standards.
- Purchase goods and services in accordance with financial procedures.

4. QUALIFICATIONS AND TRAINING

Essential:

- Honours degree in Social Work or equivalent
- Specialist training in any relevant Children's services related areas(s) such as Investigative Interview Techniques Training, Permanence, Parenting Capacity Assessment
- Fully registered as a Social Worker with the SSSC

Desirable:

- Post qualifying Awards such as Practice Teaching Award, Child Protection studies, Mental Health Officer Training
- Experience of service development / project work

5. EXPERIENCE

Essential:

- Significant experience in children's social work
- Team player but able to work under own initiative with a high degree of integrity
- Management of high risk/need cases
- Reflective practitioner with the ability to embrace change
- Working knowledge of multi-agency risk assessment/management
- Resilience, flexibility and ability to work under pressure in order to manager competing demands

Desirable:

- Supervisory experience
- Developmental experience in terms of service or interventions

6. KNOWLEDGE AND SKILLS

Essential:

- Children and families practice, legislation, policy and intiiatives
- Knowledge of wider structure/policy context of children and families
- Good organisational skills and ability to work under pressure
- Ability to chair meetings

Desirable:

- Familiarisation with work allocation

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7. ADDITIONAL REQUIREMENTS	
Driving Compliance	Authorised Car User It is a material condition of employment for this post that the employee holds a current full driving licence and has a car available, whenever required, in order to undertake the full range of duties of the post. As such, the post is designated as an authorised car user and will be entitled to receive mileage payments. The employee will also be required to produce their licence, on request, at periodic intervals. Should the employee's driving licence be withdrawn, for whatever reason, it may be necessary to terminate the employee's appointment.
Politically Restricted	Not applicable to this post

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