



Job Profile

JOB TITLE:	AXIS Caseworker
GRADE:	Scale SO1
POST NO:	(TBC)
JOB TIER:	5
DBS CHECK:	Enhanced
GROUP:	Social Care
SERVICE:	Youth Justice Service

REPORTING STRUCTURE

Reports to:	Team Leader – Contextual Safeguarding
Direct Reports:	None
Indirect Reports:	None

ROLE PURPOSE:

To deliver and coordinate personalised, evidence-based interventions for children, young people and their families at risk of offending and /or vulnerable to exploitation with the aims of de-escalating issues of concern and achieving sustainable change, to promote capability and capacity within families to problem solve difficulties they are or may experience in the future.

A. Job Description

1. Resident & Community Contribution

- To demonstrate understanding of the Council's *Customer Care Standards* and ensure that these standards are met to deliver the Council vision of 'putting our residents first'.
- To work in partnership with families to identify and address needs and reduce the risks of offending and/or exploitation.
- To work closely and creatively with the local community and partner agencies to deliver effective services for children, young people and their families in line with the stated purpose of the role.
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2. People Management

- No direct supervisory responsibility however may be requirement to assist in induction and training of peers and new employees.

3. Operational Service Delivery

- To develop, implement and review evidence-based intervention plans, based on assessed needs, which address areas of concern whilst promoting problems solving skills/strategies within the family. Plans may be for individual children/young people or the family.
- To deliver interventions directly or to broker services, as part of the plan, from partner agencies, voluntary or community groups.
- To deliver interventions on an individual or group work basis.
- To be persistent in the engagement of individuals or families who may be resistant by using assertive, creative and practical engagement strategies.
- To review and evaluate effectiveness of interventions to ensure most effective use of resources
- To work and maintain effective communications with partner agencies and support family members in accessing and engaging with services as required.
- To attend case conferences, statutory reviews, court and other meetings as required, assisting families to engage in the processes.
- To maintain timely and concise electronic case records and written reports that evidence the work undertaken and the progress achieved.

- To ensure that monitoring and statistical information regarding the work is up to date and available.
- Maintain awareness of relevant legislation, developments in practice, research findings and trends with respect to vulnerable children and young people including gang culture, serious youth violence and the exploitation of children and young people.

4. Service Planning & Development

- To contribute to the development and implementation of the Team Plan and understand how the AXIS Officer role supports the delivery of the plan.

5. Financial & Resource Management

- To demonstrate cost-consciousness and identify any cost effective changes to own way of working.

6. Service Improvement

- To identify and suggest any improvements to current ways of working in order to deliver a more efficient and effective service for customers.

7. Contacts

- Front line professional staff within social care, early help services, community safety, housing and education.
- External agencies and partners including schools, health providers, Police, Probation and the voluntary and independent service providers.

8. Additional Responsibilities

- Complete other reasonable tasks in order to fulfil role purpose or as instructed by management.

9. Key Performance Indicators

- Development of timely intervention plans with SMART targets
- Delivery of targets outcomes
- Quality record keeping

B. Person Specification

AXIS Officer

This person specification will be used for recruitment to the **AXIS Officer** vacancy in LBH. It will form the basis of the application form, and candidates will be also assessed against aspects of this person specification at interview.

1. QUALIFICATIONS	ESSENTIAL ✓	DESIRABLE ✓
GCSEs at grade C or above in English and Maths or NVQ level 3 in an appropriate field	✓	
2. STATUTORY or ROLE SPECIFIC REQUIREMENTS	ESSENTIAL ✓	DESIRABLE ✓
Full Driving Licence and use of own vehicle	✓	
Able to work flexibly including evenings and weekends and occasional bank holidays	✓	
3. EXPERIENCE	ESSENTIAL ✓	DESIRABLE ✓
Experience of working with children and young people at risk.	✓	
Experience of working with projects that seek to address the issues of exploitation, youth offending, gang membership, knife crime		✓
Experience of working within a multi disciplinary team		✓
4. KNOWLEDGE & SKILLS	ESSENTIAL ✓	DESIRABLE ✓
A broad knowledge and understanding of Social care, Education and health services and how they can support families.	✓	
Knowledge of the youth justice system		✓
A clear understanding of the risk factors associated with children and young people vulnerable to becoming involved with offending, serious youth violence and/or exploited by others.	✓	
Able to assess need and construct, review and monitor effective intervention programmes for children and young people and their families with the aim of reducing offending behaviour and risk of harm.	✓	
Able to be persistent, creative and tenacious in engaging with children, young people and families who present challenging behaviour and who are often resistant to change	✓	
Proficient in the use of computerised record keeping systems databases and spreadsheets Word and other IT systems.	✓	
5. COMPETENCIES	ESSENTIAL	DESIRABLE
“Can do” positive attitude Demonstrates a commitment to changing work practices and processes, and a willingness to try new ways of working or thinking.	✓	
Takes responsibility and delivers results		

Adapts to changing demands to ensure that objectives are met, overcoming problems and making well considered decisions.	✓	
Team working Acts as a role model to others in the team and wider multi agency arena, sharing knowledge and experience when necessary, whilst respecting and valuing the contribution other team members' experiences can bring.	✓	
Communication Demonstrates well developed written and verbal communication skills; and the confidence to present reports and verbal accounts credibly to a variety of different audiences.	✓	
Customer Care To establish and maintain effective relationships with statutory and voluntary agencies to ensure a high standard of service and support to families	✓	
Takes ownership of personal development Takes action to develop own and others' capability and knowledge by promoting and supporting developmental opportunities to improve performance.	✓	

Additional requirements for SO1

1. QUALIFICATIONS	ESSENTIAL ✓	DESIRABLE ✓
A recognised qualification in a related profession e.g. Social Work, education, youth work, child and family development or equivalent experience	✓	
2. EXPERIENCE	ESSENTIAL ✓	DESIRABLE ✓
Experience of undertaking complex casework in a youth justice setting	✓	
3. KNOWLEDGE & SKILLS	ESSENTIAL ✓	DESIRABLE ✓
Demonstrable ability to deliver successful interventions for families with complex needs that deliver outcomes	✓	