

Job Description

Job Title	Motivational Interviewing and Network Finding Practice Lead
Directorate	Children and Young People's Services
Service Area	Practice Improvement and Development
Grade	7
Competency Level	2
Salary	£42,123 - £47,665
Job Type	Hybrid
Location	Cunard Building
Disclosure and barring service (DBS)	Enhanced with Child Barred List (Child Workforce)
Job Evaluation Ref No	

Job Purpose

To lead on embedding and continuously developing Motivational Interviewing (MI) skills, knowledge and practice in Children and Young People's Services and across the Partnership within the Liverpool City Council footprint.

To lead on embedding and continuously developing Network Finding and Engagement skills, knowledge and practice in Children and Young People's Services and across the Partnership within the Liverpool City Council footprint.

Directly Responsible For:

Not applicable.

Directly Responsible To:

Principal Social Worker/Family Group Decision Making Manager

Main Areas of Responsibility:

- To be an influencer and enabler, proactively modelling strengths-based working, and using motivational skills and networking findings in their day-to-day interactions with senior leaders, managers and practitioners
- To design, develop and deliver an MI and Network Finding strategy and programme to the Children and Young People's Service and to the Children's Partnership including training, coaching and ongoing support and guidance to practitioners, managers and multi-agency teams
- The role will lead the commissioning and contract management of external providers for the Children and Young People's Service MI and Network Finding Training
- Supporting workforce culture change to embed new ways of working across multiple organisations, being an advocate of MI and Network Finding across the partnership, leading and promoting best practice
- Positively influencing senior leaders, managers and practitioners at all levels to develop an MI and Network Finding culture across various service areas providing expert challenge using MI and Network Finding techniques to senior leaders where MI and Network Finding leadership values are not upheld
- Providing expert guidance, support, mentoring and coaching to managers and practitioners, delivering bespoke solutions for individuals and groups of staff

- Design and develop MI and Network Finding resources, practice guidance and tools for leaders, managers and practitioners and provide expert input/sign off for resources developed by others
- To be the leading main point of contact for all MI and Network Finding queries, advice and strategy across Children and Young People's Services and the Partnership
- Evaluate the impact of MI and Network Finding training and other learning and development activities providing regular performance reporting to Directorate Senior Leadership, the LSCP, Model of Practice Operational and Strategic Boards
- Will take ownership of more complex and challenging problems that require the need to find solutions in line with service needs as outlined in wider policy documentation
- Will work to and interpret children's workforce policies and strategies to ensure that programmes are designed to meet the goals and vision of the service

Supervision and Management Responsibility:

- Not applicable

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- This post will involve sitting at a desk for long periods of time

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally.
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level **2**.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Qualified to degree level or equivalent (e.g. social work, psychology, teaching) and evidence of professional training and/or qualification in MI (e.g. APT/MINT) (A)

Desirable

- Evidence of professional training in Network Finding activity
- Level 5 qualified coach/mentor

Experience

Essential

- Highly experienced in using MI practice with local authority, partner agencies, service users to deliver change and substantial practical experience of using MI in a professional counselling relationship (A/I)
- Knowledge of using MI and Network Finding activity in children's social care (A/I)

Desirable

- Highly experienced in using Network Finding practice with local authority, partner agencies, service users to deliver change

Skills/Abilities

Essential

- Expert in safeguarding processes and procedures across local authorities, various partnership agencies and different roles (A/I)
- Proven ability to establish and maintain highly effective working relationships with a range of stakeholders to a senior level (A/I)
- Experience in designing, developing and facilitation of high quality, effective training, learning and development solutions using a range of approaches and tools for different audiences (A/I/E)
- Excellent leadership skills with proven experience motivating, coaching, mentoring and developing staff (A/I)

Desirable

- Influencing Executive Directors, Senior Representatives from Partner Agencies, Elected Members, Practitioners
- Analysis and evaluation of MI programme to inform continuous improvements
- Executive and Member report writing skills
- Ability to collate, monitor and interpret a range of data including financial data to produce strategic reports and recommendations
- Proven problem-solving skills with the capacity to devise and implement innovative solutions

Commitment

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council
- Alignment and commitment to work in line with Liverpool City Council values and work together with others to achieve our mission and vision
- A commitment to personal self-development and training

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level