Post	Pathway Advisor for Pathways Calderdale - £25,000 (*This is a 12 month fixed term contract to cover for maternity leave*)
Job Purpose	The successful candidate will join the Pathways Team delivering statutory leaving care services for Calderdale. The team has responsibility for creating plans, raising aspirations, and meeting the needs of vulnerable and at risk young people who are cared for by the local authority or who are care leavers. It aims to provide a range of supported services aimed at improving outcomes for young people. It will include a cohesive and joined up approach to meet specific needs, provide good quality information, advice and guidance and implement effective referral processes if required. The candidate will join a service that is flexible and has the ability to respond to young people's needs with creativity and dynamism.
Location	Halifax
Line Manager	Service or Deputy Service Manager
DBS Disclosure	Enhanced

To comply with and understand Prospects /Shaw Trust and Calderdale council safeguarding policy and procedures and take action as appropriate in relation to children and vulnerable groups regarding matters of safety, protection and wellbeing.

Job Description:

- Ensure adherence to the company's equalities and diversity policies.
- Maintain statutory contact with a case load of 16 to 25 year olds who are care leavers.
- Establish positive relationships with young people and their families, encouraging active engagement and participation in all aspects of the service.
- Undertake comprehensive assessments of young people using an appropri ate assessment process including the analysis and assessment of risk within a required time frame.
- Be responsible for ensuring that the young people's needs are assessed and effective interventions and programmes are in place to meet those needs.
- Lead in the development and implementation of agreed intervention plans for young people and their families, taking into consideration complexity of need, level of riskage and ability.
- Ensure Pathways Plans are updated, of a high quality and that the young persons voice is evident throughout.
- Oversee and co-ordinate delivery of interventions through a variety of engagement strategies.

- Undertake regular reviews of intervention and pathway plans and identify progress and gaps or changes required to assist transition.
- Work with a range of partners to deliver effective services and negotiateand agree working Partnership Agreements.
- To act as a thematic lead for a specific area of work withn the team and contribute your specific skills & knowledge.
- Effectively manage competing priorities and workload including meeting required quality standards and statutory responsibilities as required.
- Participate in a multi-disciplinary environment and work in a supportive and collaborative manner with colleagues and partner agencies including Calderdale council to deliver cohesive services to young people.
- Attend regular supervision, team development days and contribute to the development of plans, practice guidelines and policies as necessary.
- Maintain accurate and up-to-date records of work using appropriate data base systems in order to assess service effectiveness in meeting performance indicators and targets.
- Participate in a service that operates out of hours and out of office and at times and places designed to engage with young people.
- Represent the service in a manner consistent with the highest professional standards and reflective of the service and its commitment to equality of opportunity.
- Work in a flexible and responsive way that ensures the service is capable of meeting key goals and objectives and remains relevant.
- Remain aware of developments locally and nationally in terms of policy and practice and to demonstrate an ongoing commitment to continuous improvement and working to the highest quality standard.
- Engage in quality assurance processes.
- Participation in duty system.
- Understanding of and commitment to the vision and objectives of the service .
- Other duties commensurate with the level and nature of the post.

Knowledge & Experience:

- Ability to handle sensitive and confidential issues with tact and diplomacy.
- Experience in leaving care or relevant area of work, eg Youth Work, Social Care, Family support, Youth Offending, Connexions, IAG.
- Experience of working with young people, their families and communities, particularly those at risk of social and educational exclusion.
- Experience of undertaking thorough assessment of need and risk and the development and implementation of suitable plans/interventions in response to need.

- Experience of partnership working and development of multi-disciplinary approaches to work with young people.
- Knowledge of safeguarding requirements with the ability to make sound judgement in relation to risk and protection.
- Knowledge and understanding of relevant legislation that impacts on vulnerable young people and ability to interpret and apply information.
- Experience of working in informal arenas and being accountable for decisions and actions taken.
- Work under your own initiative and take responsibility for decisions taken.
- Ability to plan, assess and evaluate work undertaken.
- Accurate, timely record keeping and ability to produce high quality written reports.
- Ability to develop programmes/interventions designed to engage young people and meet need.
- Ability to maintain focus on positive outcomes for young people through a period of change and uncertainty.
- Resilience and capacity to deal with demanding and challenging situations, young people and their families.
- Able to meet deadlines.
- An understanding of and commitment to promoting equality and diversity.
- Work out of normal office hours when necessary.
- You need to hold a current, full driving licence which is valid for driving in the UK

Qualifications & Training:

- A level four qualification in a relevant field
- Evidence of continual improvement