

Senior Practitioner (Project Unity, England)



Job Description

Main Purpose of Job:

Project Unity is designed to break the cycle of children entering care by providing intensive, trauma-informed support to care-experienced young mothers who are pregnant or have recently given birth.

The Senior Practitioner will work autonomously to lead a complex caseload, deliver one-to-one and group support, and empower young mothers to engage confidently with professionals, understand their rights, and make informed decisions that help keep families safely together.

Accountable to:

Project Coordinator

Location:

Hybrid - primarily working in designated local authority areas in England with some travel required to surrounding areas and national NYAS offices.

Duties & Responsibilities

1. Direct Work with care-experienced young mothers who are pregnant or have recently given birth

- Provide independent, rights-based advocacy and intensive 1:1 support, alongside group-based interventions.
- Build trusting, trauma informed relationships while maintaining clear professional boundaries.
- Work autonomously carrying a complex caseload, exercising professional judgement to prioritise and plan work.
- Complete independent assessments of need, strengths and risk, adapting support plans responsively.
- Educate and empower young mothers to understand their options, rights, and entitlements so they can make informed decisions and pathways for resolving issues.

- When appropriate, act as the key NYAS Professional for allocated cases (without undertaking statutory decision-making), coordinating multi-agency involvement.

2. Safeguarding & Risk Management

- Act as the key NYAS professional for allocated cases.
- Apply safeguarding thresholds independently, making timely referrals to Children's Social Care, adult safeguarding or early help services.
- Use professional curiosity, identify early signs of risk escalation, and take proactive action.
- Provide clear, defensible written analysis for multi-agency forums.

3. Multi-Agency Collaboration

- Develop effective working relationships with statutory and voluntary organisations within the designated areas.
- Represent the young mother's voice in multi-agency processes, ensuring her views are presented clearly and accurately.
- Work assertively and collaboratively with social workers, midwives, health visitors, early help, perinatal mental health teams, and community partners.
- Challenge and escalate decisions where they may negatively impact young mothers, following NYAS advocacy frameworks.
- Represent NYAS at statutory meetings and contribute professional recommendations.

4. Peer Support & Community Development

- Co-produce peer-led groups with the Project Coordinator and young mothers to build confidence and reduce isolation.
- Develop and facilitate workshops on topics such as healthy relationships, self-esteem, wellbeing, and parenting confidence.
- Build local networks and trial community-based opportunities autonomously within agreed parameters.

5. Practical Support

- Provide guidance on benefits, housing, budgeting, and accessing training, education, or employment.

- Support young mothers to navigate statutory processes (pre-birth assessments, Child in Need, Child Protection, pre-proceedings).

6. Quality Assurance, Monitoring & Development

- Maintain high quality case recordings, ensuring timely completion of outcomes and progress reviews.
- Produce case studies and thematic insights for monitoring reports.
- Contribute to service improvement by identifying gaps in local provision and feeding into development work.
- Participate in supervision, appraisal, training, and reflective practice.

7. General

- Uphold NYAS values, policies, and safeguarding standards.
- Work flexibly, including some unsocial hours, in line with service needs.
- Undertake any other duties reasonably required to support the aims of Project Unity.

Person Specification

Qualifications

Educated to Level 3 or above with strong literacy and numeracy.	E	A, D
A relevant professional qualification. i.e., advocacy, youth and community, social work, education, health, or equivalent in similar field	D	A, D

Experience and Knowledge

Significant experience supporting families or parents with complex social care involvement.	E	A, I
Proven experience of trauma-informed practice and an understanding of how adversity affects young mothers.	E	A, I
Experience of providing advocacy or rights based support to children, young people or vulnerable adults.	E	A, I
Strong experience of multi-agency work.	E	A, I
Understanding of safeguarding duties and legal thresholds in England.	E	A, I
Knowledge of key legislation: Children Act 1989/2004, Working Together, Domestic Abuse Act 2021, Care Act 2014.	E	A, I
Experience working with parents affected by multiple disadvantages (care-experience, mental health, DA, substance misuse, poverty)	E	A, I
Group work facilitation and delivering workshops.	D	
Developing peer-support models or co-production projects.	D	

Aptitude

Person Specification - Continued

Ability to work autonomously and manage a demanding caseload.	E	A, I
Excellent communication and advocacy skills, including in contentious or high-risk situations.	E	A, I
Strong analytical skills to assess risk, interpret complex information, and produce clear written reports.	E	A, I
Ability to de-escalate conflict and manage emotionally charged situations.	E	A, I
Ability to build positive, trusting relationships while maintaining appropriate boundaries.	E	A, I
Strong organisational skills and accurate record keeping.	E	A, I
Commitment to equality, diversity, and gender-informed practice.	E	A, I
Other role requirements		
Willingness and ability to work flexibly	E	A, I
Possess a driving licence and have access to the regular use of a motor vehicle.	D	A, I, D
Able to travel widely according to the demands of the post, including to the NYAS main offices.	E	A, I

E= Essential, D= Desirable

A= Assessment, I= Interview, D= Documentation, T= Test

All posts are subject to receipt of satisfactory references, Digital Risk Assessment and a satisfactory DBS enhanced disclosure check