Job Description

Job title	Team Manager - Fostering
Directorate	PEOPLE : Children and Adults
Division	Provider Services
Range	SW-CS4
Reports to	Fostering Service Manager

Main purpose of the job:

The Team Manager for the Fostering Support and Development Team is responsible for the effective leadership, supervision, and oversight of the service supporting approved foster carers. The role ensures high-quality supervision, annual reviews, training, and development of foster carers, alongside oversight of compliance, safeguarding practice, and continuous service improvement.

The post-holder will work collaboratively across the fostering service, children's social work teams, and safeguarding partners, including the Local Authority Designated Officer (LADO), to promote safe, high-quality placements that meet the needs of children and young people in care.

Liaise with stakeholders in a way that promotes the vision and values of the Council.

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Accountabilities and outcomes:

Lead and manage the Fostering Support and Development Team to ensure the delivery of a high-quality, safe, and effective service that supports foster carers and promotes positive outcomes for children.

Provide regular, high-quality supervision and performance management to staff in order to maintain professional standards, develop practice, and ensure accountability and consistency in decision-making.

Oversee foster carer supervision, annual reviews, training, and compliance activity to ensure statutory requirements, fostering standards, and local policies are met and evidenced.

Monitor, quality assure, and challenge practice within the team to drive continuous improvement, support reflective learning, and address areas of risk or poor performance.

Work collaboratively with the LADO and safeguarding partners to manage allegations, standards of care issues, and complex practice concerns in order to protect children and manage risk appropriately.

Use management information, audits, and performance data to monitor KPIs, identify trends, and implement actions that improve service quality and efficiency.

Strengthen partnership working with children's social work teams and other fostering managers to ensure children's care plans are implemented effectively and placement stability is maximised.

Contribute to service leadership and resilience by providing management cover, supporting service development, and modelling professional leadership across the fostering service.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Accountabilities to Children and Young People

The children and young people of Medway have said the following qualities are really important to them:

- Be a good listener.
- Be non-judgemental.
- Be consistent and stable.
- Be contactable.
- Understand me.
- Be honest.
- Be focused.
- Be realistic.

- Be a good timekeeper.
- Be resourceful in your approach.

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People's views and rights in everything you do.

Ensure Children and Young People's voices are listened to and acted upon.

'Do what you say and say what you do'.

Organisation:

This role reports to the George Layzell – Fostering Service Manager.

The post holder will have line management responsibility.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

Working Style:

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or partially or mainly from home on a temporary or permanent basis. There is an expectation that 3 days per week are office based

Person specification

Qualifications

Degree or equivalent professional qualification in Social Work.

Registered with Social Work England.

Evidence of continued professional development relevant to children's social care and fostering

Knowledge

In-depth knowledge of fostering legislation, regulations, and National Minimum Standards.

Strong understanding of safeguarding frameworks, including managing allegations, standards of care concerns, and the role of the LADO.

Knowledge of best practice in foster carer supervision, support, assessment, and review processes.

Understanding of children's care planning processes and the role of fostering services in delivering children's plans.

Awareness of performance management frameworks, audits, quality assurance processes, and the use of management information and KPIs.

Knowledge of equality, diversity, and inclusion principles within children's social care.

Experience

Substantial post-qualifying experience in children's social care, with significant experience within fostering services or a closely related area.

Proven experience of managing, supervising, and developing social workers or comparable professional staff.

Experience of working with foster carers, including supervision, support, training, and managing complex practice issues.

Experience of managing safeguarding concerns, allegations, or standards of care issues, including liaison with the LADO.

Demonstrable experience of partnership working with children's social work teams and other internal and external stakeholders.

Experience of using performance data, audits, and quality assurance activity to improve service delivery.

Skills

Strong leadership skills with the ability to motivate, support, and challenge staff to deliver high-quality practice.

Ability to provide reflective, high-quality supervision and manage performance effectively.

Skilled in making sound, risk-based decisions and managing complex or emotive situations sensitively and professionally.

Excellent communication and interpersonal skills, with the ability to build effective relationships with foster carers, staff, and partner agencies.

Good analytical skills, with the ability to interpret management information and drive service improvement.

Organised and resilient, able to manage competing priorities while maintaining service quality and compliance.