**MEDWAY COUNCIL - JOB PROFILE**

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| **JOB TITLE** | Team Manager |
| **DIRECTORATE** | Children and Adults |
| **SERVICE** | Children’s Social Work Teams |
| **RESPONSIBLE TO** | Group Manager |
| **GRADE** | SW4 |
| **JOB FAMILY** | PSW0251 |

**MAIN PURPOSE OF JOB**

To lead, manage and coach a team of newly qualified, experienced social workers and family support workers responsible for delivering and improving services for vulnerable children, young people and their families

To improve outcomes for children and young people by developing effective partnership working with other Council services and partner agencies to ensure efficient delivery of the service.

To contribute towards delivering the council’s vision for Children’s Services in order to ensure the objectives and priorities are realised.

To be competent in all areas of the PCF at Advanced Social Worker level and The Knowledge and Skills Statement (KSS) for practice supervisors.

**ACCOUNTABILITIES**

Lead, manage and motivate a staff team ensuring high quality supervision is completed regularly which includes case management oversight, timely decision making, the effective implementation and review of children’s plans and provides the opportunity to reflect and recognise areas of practice which are good or requires improvement, and supports the ongoing learning and development of workers.

Allocate cases within the statutory timescale ensuring assessments, statutory visits and planned reviews have clear objectives and outcomes in order to ensure that all vulnerable children receive a service that reflects the Council’s commitment to safeguarding and putting the needs of individual children first.

Complete and review performance development plans for the team which enhance individuals personal and professional development needs and contributes towards staff retention.

Effectively use available team performance data to monitor standards and performance and ensure compliance with practice standards and procedures.

Supervise students on placement and Newly Qualified Social Workers in their Assessed and Supported Year in Employment, where appropriate.

Contribute to the management of the staffing budget for the team by approving and committing expenditure within your delegated authority, and monitoring and reporting commitments in order to ensure budget is not exceeded.

Support the safer recruitment and selection of new staff, both within the team and across Children’s Social Care in order to ensure staffing levels are maintained.

Chair strategy, review, planning, professional and network meetings as appropriate.

Keep up to date with the Council’s organisational policies, government guidance, legislation, research and national trends in order to maintain the highest professional standards.

Deputise and support the Group Manager where necessary on all aspects relating to the development of the service, and cover for other Team Managers where appropriate.

**KEY CORPORATE ACCOUNTABILITIES**

To actively promote work life balance and flexible working in order to achieve high quality service delivery.

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 etc 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 Section 17 of the duty of Crime and Disorder Act 1998 to prevent crime and disorder.

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

**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’.

**PERSON SPECIFICATION**

**Team Manager – Children’s Social Work Team**

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| **QUALIFICATIONS** | **Assessment Method** |
| Qualified Social Worker | Application |
| Management qualification i.e. leadership training for first line managers, or proven experience at a similar managerial level. | Application |
| Practice Educator (Stage 1 and 2) | Application |
| Registration with Social Work England | Application |
| **EXPERIENCE** |  |
| Substantial post qualifying experience (minimum 5 years) including statutory work with children and their families. | Application / Interview |
| Proven experience of working with a high level of social complexity and risk of harm | Application |
| Proven experience of managing and delivering professional supervision to social workers and other staff including in statutory work with children and their families. | Application / Interview |
| Proven experience in the application of ‘Signs of Safety’ or a willingness to be trained | Application |
| Substantial experience in relationship and strengths based practice, working collaboratively with children, young people and their families | Application / Interview |
| Substantial experience in child protection and court work. | Application / Interview |
| Proven experience in providing support and effective supervision to staff in delivering outcome focused assessments and care plans in statutory work with children and their families. | Interview |
| Proven experience in effectively managing team and individual performance | Application / Interview |
| Experience of contributing towards budget management | Application / Interview |
| Demonstrable experience in supporting student placements and/or NQSWs | Application |
| **KNOWLEDGE** |  |
| Ability to use advanced theoretical/practical/procedural/ organisational /policy knowledge across a specialist area | Application |
| An in-depth knowledge of working with vulnerable children and their families in a statutory setting. | Interview |
| Knowledge and experience in the application of relevant legislation, statutory guidance, standards and local policies and procedures. | Interview |
| Demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models and research findings | Interview |
| Ability to demonstrate awareness of legislation relating to General Data Protection Regulations and Freedom of Information | Application |
| **SKILLS** |  |
| Demonstrable ability to build sound, productive working relationships with colleagues, partners and other staff. | Interview |
| Ability to write high quality written reports which are suitable for a variety of professional settings. | Interview |
| Ability to analyse and interpret varied and highly complex information, developing strategies and solutions for long term plans | Interview |
| Ability to use highly developed communication skills to confidently present complex/sensitive information in an understandable way, adapting the style to a range of audiences and stakeholders. | Interview |
| Competent in the use of Microsoft Office packages as well as an electronic integrated children’s system (eg: MOSAIC or similar) | Application |
| Ability to practice effectively and competently with an increasing level of autonomy and independence | Interview |
| Ability to make good quality judgements and sound decisions in situations of increasing complexity, risk, uncertainty and challenge, and be able to effectively explain and justify decisions. | Interview |
| Ability to determine which interventions, knowledge and skills to deploy to effectively respond to different issues. | Interview |
| Ability to carry out tasks which impact on the wellbeing of people, including assessing needs, implementing care/welfare, implementing regulations, providing guidance on internal  procedures and interpreting policies and procedures to meet specific circumstances or problems. | Interview |
| Ability to work under pressure and manage time and workload effectively. | Interview |
| Ability to work within a court setting and other professional settings. | Interview |
| Ability to work effectively as part of a team to achieve team and service plan objectives and targets. | Interview |
| Ability to maintain confidentiality at all times | Interview |
| Understands and is committed to equality and diversity and treats everyone fairly and with respect | Interview |
| **OTHER REQUIREMENTS** |  |
| Car driver and daily use of a car for business purposes | Application |
| Commitment to continuous professional development | Interview |
| Ability to demonstrate a commitment to individual and reflective supervision | Interview |
| An understanding of Social Work England’s professional standards and a commitment to upholding them in your practice. | Application |
| Enhanced DBS check |  |

**2. ACCOUNTABILITY**

MERGE05

**ORGANISATION**

### **(i) ORGANISATION CHART**

### **(ii) DESCRIBE HOW AND BY WHOM THE POST IS MANAGED**

The post holder will be line managed by the Service Manager

### **(iii) DESCRIBE THE LEVEL OF INITIATIVE AND/OR INDEPENDENCE EXPECTED OF THE POST HOLDER**

Ability to work independently within clear guidelines and regularly uses initiative to make decisions, referring to more senior officers for advice on policy/resource issues.

### **(iv) DESCRIBE ANY SUPERVISORY/MANAGEMENT RESPONSIBILITIES**

The post holder will be responsible for the line management of a team, providing direction, monitoring progress and empowering them to achieve objectives.

### **(v) JOB CONTEXT - DESCRIBE THE MAIN CONTACTS, BOTH INTERNAL AND EXTERNAL AND THE PURPOSE OF THOSE CONTACTS**

The post holder will be required to liaise with all stakeholders both internal and external to the organisation, including working with children and families to ensure they are appropriately involved in decisions.

## **FINANCIAL ACCOUNTABILITIES**

The post holder will have delegated budget management responsibilities and contribute towards the management of the staffing team budget including setting, monitoring and ensuring effective spend of budget.

## **WORKING ENVIRONMENT**

The post holder will be based in one of Medway Council’s establishments.

**WORKING STYLE**

The workstyle for this role has been assessed as ‘Hybrid’. This means the post holder will have a flexible workstyle and be able to work from a variety of locations. There is an expectation that the post holder will be office based for a minimum of 2 days each week.