



PERSON SPECIFICATION

NOTE TO APPLICANTS:

Whilst all points on the specification are important, 'D' is desirable. Those marked 'E' (essential) are the key requirements. You should pay particular attention to these essential points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

JOB TITLE: Team Manager

GRADE: 10

DIRECTORATE: FAMILIES AND WELLBEING

SERVICE: CHILDREN'S SOCIAL CARE (Children in Need, Children in Care and Care Leavers)

CRITERIA:

EXPERIENCE:

- Substantial and proven post-qualification experience and practice within an area of child and family services (E) A/I
- Experience of working across agencies promoting understanding and good practice in relation to children's safeguarding matters. A/I
- Experience of managing / coaching / supporting less experienced staff, including students, to include experience of staff supervision (E) A/I
- Extensive knowledge of issue prevalent in cases necessitating the protection of children (E) A/I

SKILLS AND ABILITIES:

- Ability to apply knowledge of legislation, research and policy to the practice of social work with children and families. A/I
- Able to provide clear leadership and direction and motivate others (E) A/I
- Effective communication skills at all levels of the organisation, and in both written and verbal forms (E) A/I
- Skills in managing change and applying a systematic approach to prioritisation of tasks and problem solving (E) I
- Ability to analyse information accurately and make judgments under pressure (E) I

- Ability to identify indicators of risk and carry out effective risk assessment (E) A/I
- □ Ability to understand and communicate the role of the LA children's services and the level of need/risk that demands a statutory response (E) A/I
- Excellent communication skills providing the ability to effectively engage with a range of individuals including children, parents and carers, other professionals and colleagues (E) A/I
- Excellent written skills with the ability to produce high quality professional reports which clearly articulate and evidence issues for children and young people (E) A/I
- Ability to present and disseminate information to support learning and development for social care staff and staff from partner agencies (E) A/I
- To chair meetings effectively and ensure productive outcomes/activities (E) A
- Ability to oversee child protection enquiries, investigations and care planning and ensure best practice (E) A/I
- Ability to present information within court, and support other staff to do so, as and when required (E) A
- Ability to deal with complaints in an effective manner (E) A/I
- Ability to work co-operatively with colleagues and work on own initiative (E) A/I
- Ability to effectively apply quality assurance processes and maintain the effectiveness of these (E) A/I

EDUCATION/QUALIFICATIONS/KNOWLEDGE:

- Social Work Degree or equivalent (e.g. DipSW, CQSW) (E) A
- Management training or qualification or the ability to undertake this level of study (E) Knowledge of staff appraisal processes and managing poor performance (E) A
- Knowledge of performance monitoring, measurement tools and processes (E) A/I

OTHER REQUIREMENTS:

- Enhanced DBS clearance (E) A
- Registered with the HCPC (E) A
- Able to meet fully the requirement of the post and cover the geographical area required, either by possession of a valid driving license and access to public or other transport in line with the Disability Discrimination Act (E) A
- A commitment to work outside of normal working hours as and when required (E) A

COMMITMENT TO EQUAL OPPORTUNITIES:

- Ability to understand and demonstrate commitment to equality and diversity (E) A/I
- Awareness of equal opportunities legislation and corporate policies (E) A/I

- Demonstrate a commitment to equality and diversity and promoting antidiscriminatory practice (E) A/I
- Compliance with all aspects of the HCPC Code of Practice (E) A/I

COMMITMENT TO SERVICE DELIVERY/CUSTOMER CARE:

- Able to demonstrate the high standards of integrity, honesty, fairness and equality expected in public services (E) A/I
- Commitment to highest standards of service delivery and ensuring all service users are treated with dignity and respect (E) A/I
- Commitment to own professional development (E) A/I

Key

A = Application

I = Interview

D = Desirable

E = Essential

Date revised:

6.11.18

Revised by:

Amanda Amesbury
Operational Director