

Job Title: Team Manager

Grade:12

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

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Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can. This report details the changes we have already made across the children and families system.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes.

Reporting Relationships

Responsible to: District Operational Lead

Responsible for: Senior Practitioner, Personal Advisor, Social Worker, Family Practitioner

Key Accountabilities:

1. Leading on the delivery of the statutory responsibilities of the Authority relating to children's safeguarding (in the broadest sense) under the Children and Families Act 2017 and its contextual framework through Working Together 2015 and other relevant legislation e.g. Education Act 1996, Children Act 1989, Adoption & Children Act 2006 etc
2. Provide the highest level of professional leadership, motivation and direction to a team of qualified social workers, family practitioners and others to ensure that the service provided is effective and meets the needs of children, young people and their families

3. Lead a team of practitioners and manage the day-to-day practice and the safe allocation of work and to ensure these are progressed in accordance with the statutory frameworks (as applicable)
4. Ensure that effective professional practice and supervision is delivered throughout the team following the principles of the knowledge and skills statements for social workers and in adherence with Children and Social Work Act 2017
5. Identify and embed service improvements through audits, quality assurance, identifying training, benchmarking and the interpretation and dissemination of legislation
6. Investigate and respond to complaints, MP enquiries and complex case enquiries e.g. involvement in serious case reviews/learning reviews where appropriate
7. Participate and work in partnership through relevant boards, e.g. LSCB, partnership committees, locality arrangements and other meetings as necessary
8. Maintain, develop and contribute to internal, local, regional, national and multi-agency partnerships to influence, support and maintain best practice
9. Appropriately share information with partners and stakeholders to meet legal requirements and support the effective provision of the safeguarding (in the broadest sense) of children and young people
10. Ensure effective management and use of all available resource, staff and financial are regulatory compliant and in accordance with SCC's guidance

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Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and antidiscriminatory practice, as a minimum to standards required by legislation.

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Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

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Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme*	Criteria	Measured by
	<p>Qualifications</p> <ul style="list-style-type: none"> · Professional social work qualification · Additional professional qualification in a related area or evidence which can demonstrate skills, knowledge and ability e.g. Practice Educator · Management qualification/equivalent experience · Registration with Social Work England (SWE) 	<p>A/I A/I A/I A/I</p>

  	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> · Experience of working at a senior level within a local authority · Knowledge of managing social workers and others within a single or multi-professional team · Experience of leading multi-disciplinary teams in a partnership environment · Comprehensive knowledge and understanding of relevant legislation in relation to the children's' social care system · Demonstrable experience in managing budgets effectively · Proven ability to quickly build and manage strong credible stakeholder relationships · Ability to lead service change and improvements · Ability to interpret complex guidance translating and operationalising to improve practice · Experience in working in partnership with organisations · Demonstrable commitment to professional development 	<p>A/I</p>
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  	<p>Skills</p> <ul style="list-style-type: none"> · Excellent verbal and written communication skills · Successful problem-solving skills · Successful communication skills with staff and across a diverse customer base · Excellent supervision skills and an ability to enable practitioners to utilise reflective practice · Ability to deal with a range of issues and conflicting demands and deadlines · Proven ability to influence decision makers · Ability to work collaboratively with teams and partners · Appraisal of risk and ability to prioritise and delegate work effectively <p>This job requires an enhanced DBS clearance</p>	<p>A/I</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p>
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This post is designated as a casual/essential car user

 If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting Talent and Resourcing Team on 01785 278300