



Job profile

Team Manager (Senior Practice Supervisor)

Grade L plus 15% recruitment and retention allowance

Group: Care, Wellbeing and Learning

Service: Civic Centre

Location: Social Work - Children and Families - Looked After Children

Line Manager: Service Manager, Looked After Children and Corporate Parenting

Car User Status: Casual

Job Purpose

To supervise the practice and decision making of Social Work practitioners within the looked after and leaving care team, whilst developing the skills of individuals and the team.

The key roles of this post will include:

1. To undertake a strategic development role in the identification and effective delivery of the looked after and leaving care service, to scrutinise performance and implement effective and timely improvements to improve outcomes for Looked After Children
2. To ensure appropriate operational management of the team and workload in line with Council priorities, procedures and good practice, ensuring the highest standards of practice by providing reflective supervision and consultation.
3. To be an active member of the Services for Looked After Children Management Team involved in developing the service in line with strategic objectives and change for Children Agenda
4. To line manage Practice Supervisors and Social Workers in the execution of their duties ensuring the highest standards of practice by providing reflective supervision and consultation
5. To provide leadership and people management that creates a culture for teams and individuals to perform at their best.
6. To monitor and control agreed budgets to ensure care plans meet children's needs within best value requirements and financial targets.
7. To promote, develop and maintain effective inter-agency working to ensure the provision of a well co-ordinated service delivery
8. To lead and deliver customer focused service delivery and achieve key results in line with agreed local and national indicators, outcomes and targets by working effectively with partners and service users.
9. To develop and implement quality assurance functions in relation to the operation of the team
10. To influence service redesign and transformation ensuring the team is fit for purpose.



11. To ensure personal continuing professional development is sufficient to guarantee HCPC registration.
12. To achieve best practice through continuous organisational learning and implementing quality assurance systems e.g. complaints investigation, file audits, achievement & development
13. To adopt a proactive approach in harnessing new ideas and opportunities to develop a long-term vision for the service and take responsibility for personal continuing professional development
14. To prepare and present agreed reports to a range of forums as appropriate.
15. To chair meetings, including planning and strategy meetings, that ensures effective and safe decision making, planning and demonstrating the appropriate use of Council resources
16. To develop policy and procedures for the Service whilst working in collaboration with other teams and partners to ensure the smooth delivery of services for children and families.
17. To deputise for the Service Manager.
18. Such other responsibilities allocated which are appropriate to the grade of the post.



Knowledge & Qualifications

Essential:

Qualifications:

- Social Work qualification and Post Qualifying training
- HCPC registration
- Enhanced DBS clearance
- Current driving licence and access to a car, or means to mobility support

Expert knowledge of:

- child care legislation and statutory guidance
- Child development throughout the age range
- Child protection and multiagency responsibilities
- Psycho Socio and economic factors impacting on children and families
- Assessment and Social work interventions, including systemic theory
- Statutory and organisational contexts, corporate parenting responsibilities and current Government policy drivers.
- Performance management approaches and Performance frameworks
- Models of reflective practice and supervisory techniques
- Commitment to promoting Equality and Diversity
- Every Child Matters Agenda for Looked After Children

Comprehensive experience of:

- Practicing Child Care Social Work.
- Supervising and managing staff groups.
- Practising Social Work within statutory and legislative frameworks including Child Protection and looked after children processes.
- Delivering interventions and achieving change with complex and challenging families and children
- Undertaking complex assessments of family dynamics and systems.
- Analysing and evaluating risk
- Formulating plans designed to reduce risk factors and positively influence change for children
- Supervising Social Workers or Students
- Managing performance and addressing performance issues individually and team
- Delivering training to staff groups
- Budget management

Proven Ability to:

- Provide reflective supervision
- Think systemically
- Effectively challenge and influence Social Workers



- Improve the practice of others
- Develop strategies to improve the throughput of work
- Shape and influence a culture of productivity and learning
- Hypothesise and guide Social Workers in seeking evidence based conclusions
- Present complex information in written and oral form
- Chair complex meetings

Personal Qualities:

- Highly empathic, enabling, reflective, respectful and emotionally intelligent
- Strong ethical and moral compass which recognises power imbalance, diversity and discrimination.
- Passion and energy in delivering services to children and families
- Resilient and able to work autonomously under pressure
- Completer finisher
- Able to learn from experience
- Decisive whilst recognising professional lines of governance and accountability
- Able to recognise personal experiences that influence professional perceptions
- Comfortable in applying authority implicit to the role which develops respectful relationships and protects children
- Positive, creative and solution focussed approach.

Miscellaneous:

- ICT literate

Desirable:

Qualifications:

- Post qualifying Management and leadership training

Expert knowledge of:

- Understanding of behavioural and systematic principles and practice with Looked After Children
- Adult learning styles and principles

Comprehensive experience of:

- Project and Change management
- Management experience of teams
- Court Work
- Managing complex cases
- Assessing children and their families
- Service redesign
- Contributing to quality audit and service evaluation
- Ability to develop and implement service developments



Competencies

Customer Focus	Puts the customer first and provides excellent service to both internal and external customers
Communication	Uses appropriate methods to express information in a clear and concise way to make sure people understand
Team Working	Works with others to achieve results and develop good working relationships
Making things happen	Takes responsibility for personal organisation and achieving results
Flexibility	Adapts to change and works effectively in a variety of situations
Learning and Development	Actively improves by developing and applying new skills and knowledge and learns from past experiences
Developing Teams and Individuals	Promotes and supports team and individual learning and development and uses delegation to create a sense of ownership of high level organisational issues, and encouraging individuals to stretch beyond their current capabilities
Managing Performance	Effectively manages the performance of teams and individuals to ensure results are achieved
Personal Impact	Is self-aware, learns continuously and adapts behaviour in response to feedback. Makes things happen, operates with resilience, flexibility and integrity
Making things happen	Empowers people to initiate change. Supports innovative ideas and new ways of working