South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Practice Manager – Integrated Children Looked After Team

GRADE: SM1

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	• Qualified social worker • Registered with the HCPC	• Relevant and accredited management qualification • Qualifications relating to service provision with children, adults and families, effective interventions, use of social research etc • Degree level or equivalent • Post Qualifying Awards including Practice Education	• Application form • Certificates
Work Experience	• Significant experience of direct work with children and their families, in a social care/safeguarding setting • Experience of staff management/supervision and/or development • Significant experience of identifying and responding to need and risk • Significant experience of the social work role across the children's social care remit including assessment and planning • Significant experience of working on a multi disciplinary basis across agencies and systems • Experience of involving children and ensuring their views are heard • Experience of co-ordinating and chairing meetings • Experience of handling complex and sensitive	• Managing and/or working in a senior capacity in multi disciplinary teams and partnership settings • Management of social work led teams • Experience of managing budgets and administrative systems • Court work • Experienced in working within multi agency risk management frameworks • Experience of Family Group Conferences, and other models of social work intervention and assessment frameworks	• Application form • Interview • References

	information, analysis and the writing of reports • Experience of developing and using performance management and quality assurance arrangements • Experience of working and ensuring that others work and behave in ways that promote the rights and special needs of others and are not discriminatory • Experience of working within statutory review processes and timescales		
Knowledge/ Skills/ Aptitudes	• Ability to place the child at the centre of all practice and decision making ensuring that the child's journey through intervention is positive • Ability to form effective working relationships partner agencies and with children and families • Extensive knowledge of effective interventions with children and families in need/in need of protection and permanency planning • A thorough and up to date understanding of the public sector, Local Authority policy context & relevant legislation • An understanding of organisations, systems and functions • An understanding of leadership and people management/motivation including performance management and quality assurance • Understanding of/skills in business planning and implementation • Highly developed numeracy, literacy and communication skills • Knowledge and use of ICT systems especially in respect of recording and case management • Skilled in managing competing priorities within timescales • Able to challenge and scrutinise work of others and self	• Understanding/experience of solution and outcome focussed interventions • Experience of multi-disciplinary methods of intervention	• Interview • Written exercise/ presentation • References

	• Able to work as a part of a wider leadership and management team • Able to make decisions and understands role of decision making		
Disposition	• Organised and able to organise others • Calm, considered, reflective and decisive • Approachable, able to listen and provide support and leadership to team • Transparent and accountable • Open to innovation and new ways of thinking • Able to delegate appropriately • Provides a positive example to others • Flexible approach to work • Committed to the principles of equality and diversity		• Interview • References
Circumstances	• Full current driving licence or access to a means of mobility support • Maybe requested to work outside of normal office hours • Enhanced clearance from the Disclosure and Barring Service		• Application form • DBS check