



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Assistant Team Manager - Children Looked After

**GRADE:** Band 8

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>• Qualified social worker</li> <li>• Registered with the HCPC</li> <li>• Post qualifying awards/ accreditation</li> <li>• Practice Educator Award</li> </ul>	<ul style="list-style-type: none"> <li>• Other relevant accredited training</li> <li>• Degree level or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• Experience relevant to supporting a staff team to understand and meet the development and safeguarding needs of children looked after and young people leaving care</li> <li>• Experience of undertaking audits and linking findings to learning and improving practice</li> <li>• Experience of developing others by using a range of different techniques such as practice teaching, training, mentoring and observations of practice</li> <li>• Experience of working with others and promoting behaviours and standards of practice that meet with the PCF's, respect the rights of others, take into account their needs and are not discriminatory</li> <li>• Staff supervision and/or development</li> <li>• Substantial experience in the application and use of a range of social work intervention and assessment tools</li> <li>• Significant experience of social work and particularly of work with children looked after and young people leaving care</li> </ul>	<ul style="list-style-type: none"> <li>• Managing and/or working in a senior capacity in multi disciplinary teams and partnership settings</li> <li>• Experience of developing and using performance management and quality assurance arrangements</li> <li>• Supervision of staff on a 1-2-1 and group basis</li> <li>• Experience of influencing change, undertaking research and implementing recommendations from audits and serious case review</li> <li>• Experience in management of staff teams</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>

	<ul style="list-style-type: none"> <li>• Significant experience of working on a multi disciplinary basis across agencies and systems</li> <li>• Experience of involving children and ensuring their views are heard</li> </ul>		
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to place the child at the centre of all practice, decision making and recording processes</li> <li>• Ability to guide others, understand and manage need and risk across the threshold continuum</li> <li>• Ability to establish working relationships with children, families and partner agencies and promote this across the partnership</li> <li>• A thorough understanding of the role of key public agencies in safeguarding and promoting the welfare of children and young people</li> <li>• A thorough understanding of and ability to apply relevant legislation and guidance</li> <li>• Understanding of how people learn and change</li> <li>• Understanding and shaping how and why systems, policies and procedures work and why they are there</li> <li>• Highly developed assessment, analytical, report writing and communication skills</li> <li>• A proven ability to problem solve, plan and organise staffing, delegate work, manage workloads, support staff development and manage change</li> <li>• An understanding of leadership and people management/motivation including performance management and quality assurance</li> <li>• Highly developed numeracy, literacy and communication skills</li> <li>• Knowledge and use of ICT systems especially in respect of recording and care record management.</li> <li>• Skilled in managing competing priorities within timescales</li> <li>• Able to challenge and</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Young Person's Panel</li> <li>• References</li> </ul>

	scrutinise work of others and self <ul style="list-style-type: none"> <li>• Able to work as a part of a wider leadership and management team</li> <li>• Able to make decisions and understands role of decision making</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Develop a strengths based approach to practice</li> <li>• Ability to reflect on own practice and the practice of others to provide effective outcome based feedback</li> <li>• Organised and able to organise others</li> <li>• Calm, considered, reflective and decisive</li> <li>• Approachable, able to listen and provide support and leadership to team</li> <li>• Transparent and accountable</li> <li>• Able to delegate appropriately</li> <li>• Flexible approach to work</li> <li>• Committed to the principles of equality and diversity</li> <li>• Able to provide constructive feedback to others with confidence</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Young Person's Panel</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Requested to work outside of normal office hours</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• DBS check</li> </ul>