



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Assistant Team Manager (Adult Social Care)

GRADE: Band 8

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none">• A professional social work qualification such as Social Work Degree, MA in Social Work, Diploma in Social Work (CQSW, CSS) or equivalent (Occupational Therapist / Nursing)• Current Registration with HCPC• Practice Educator or commitment to undertake the Practice Educator Post Qualification Programme within 12 months following appointment• Evidence of post qualification CPD, such as but not limited to Approved Mental Health Practitioner; Best Interest Assessor, Safeguarding Module	<ul style="list-style-type: none">• Appropriate management, professional or post graduate qualification	<ul style="list-style-type: none">• Application form• Certificates
Work Experience	<ul style="list-style-type: none">• Significant post qualification experience, preferably with people with long-term complex problems• Experience of providing a professional person centred social work service to people with care and support needs.• Substantial experience of managing complex cases that is underpinned by evidence based practice• Experience of supervising or mentoring staff to deliver quality services, this could include acting up or practice teaching etc.• Experience of safeguarding frameworks, processes and procedures as well as undertaking safeguarding investigations• Experience of inter-agency collaboration practice and multi-disciplinary working• Experience and commitment to personalisation and delivery through self-directed support	<ul style="list-style-type: none">• Experience of applying strengths and or asset based approaches into practice• Experience of providing effective leadership, development, and motivation of staff to deliver quality services• Experience of effectively managing performance• Experience of working with Elected Members	<ul style="list-style-type: none">• Application form• Interview• Presentation• References

Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> • Ability to contribute to the Council's aims and objectives within an overall framework that safeguards adults, promoting independence, health and wellbeing • Good working knowledge, understanding and application of the Care Act • Knowledge and understanding of other relevant legislation for adult social care, for example the Mental Capacity Act, Mental Health Act, Deprivation of Liberty Safeguards • Up-to-date knowledge and understanding of Continuing Health Care Frameworks and the ability to undertake joint health and social care assessments • Up-to-date knowledge and understanding of social care policy developments, best practice and current trends in health and social care • Ability to establish credibility and influence and form positive relationships with staff, partners and colleagues promoting employee engagement and gain commitment to ASC improvement • Excellent communication skills with the ability to present complex information both verbally and in writing in a clear, concise manner to a range of audiences • Excellent case recording and report writing skills • Ability to undertake assessments, develop support plans and conduct reviews • Effective decision making skills which may involve considering risks • Effective time management skills and planning skills ensuring deadlines are met • Effective problem solving skills 	<ul style="list-style-type: none"> • Knowledge and ability to maximise people's independence in different settings and environments • Working knowledge of and relationship with local community groups 	<ul style="list-style-type: none"> • Interview • References • Selection Exercise
Disposition	<ul style="list-style-type: none"> • Ability to work calmly under pressure • Committed to knowing the community you service and develop links and opportunities within it • Promote the social work profession in a growing range of contexts and ensure you maintain professionalism in the face of more challenging circumstances • Maintain awareness of own professional limitations and knowledge gaps • Take responsibility for obtaining regular, effective supervision to ensure effective practice, reflection and career development • Committed to the principles of equality and diversity • High personal standards of integrity and probity • Flexible approach to work • Highly motivated towards cultural change and working for South Tyneside Council 		<ul style="list-style-type: none"> • Interview • References
Circumstances	<ul style="list-style-type: none"> • Able to work outside of office hours as required by your contract of employment • Full current driving licence or access to a means of mobility support • Enhanced clearance from the Disclosure and Barring Service 		<ul style="list-style-type: none"> • Application form • Interview • DBS Check