

**Team Manager Family Group Conferencing**

**Person Specification**

**Part A**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

**Essential**

- Recognised social work qualification e.g. CQSW, CSS, DipSW, Degree in Social Work or equivalent.
- A minimum of 3 years post qualifying experience in a children and families setting and evidence of working at a progressed level.
- Able to demonstrate recent extensive knowledge, understanding and application of relevant legislation and statutory guidance including the Children Acts of 1989 and 2004, as well as local procedures, best practice and current trends in Children's Social Care.
- A detailed knowledge and practical experience of Family Group Conferences.
- Experience of leading and managing staff to achieve improved outcomes for children and families.
- The ability to motivate and inspire staff to consistently raise standards in practice.
- Experience of providing appropriate professional supervision, giving clear and specific guidance on performance based improvement.
- The ability to empower others including service users, ensuring high ethical standards in practice.
- The ability to effectively manage a budget.
- Able to demonstrate experience and skills in risk management including the ability to identify indicators of risk.
- Experience of effectively developing and embedding a new service or way of working
- The ability to analyse complex situations and make considered decisions.
- The ability to analyse information, contextualise it and present it to a variety of different audiences.
- Advanced negotiating skills to ensure effective solutions to complex and difficult situations.
- A track record of developing strong working relationships with partners that promote improved outcomes for children, young people and families.
- Flexibility to work outside normal working hours including evenings and weekends to fit in with the needs of families.

**Desirable**

- Family Group Conferencing Accredited Training Qualification
- Experience of managing multi-agency work
- A management qualification.

## **Part B**

The following criteria will be further explored at the interview stage (as well as further exploring the above criteria is met):

- A passion and commitment to working in partnership with vulnerable children, young people and families promoting family-based decision making.
- Experience of supporting colleagues and partners to develop their practice, providing appropriate challenge where necessary to support continuous improvement.
- Ability to problem solve and provide a balanced response in complex and difficult situations, taking into consideration the views and strengths of children and families as well as indicators of risks.
- Experience of embedding new ways of working within a service and with partners.
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

## **Additional Requirements**

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- Social Work England Registration
- Flexible approach to work, location, duties and hours. Able to work regular unsociable hours at short notice.