# **PERSON SPECIFICATION: Through Care Team Manager POST REFERENCE: SR-102118**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | Relevant Professional Social Work qualification (Degree, DipSW or equivalent) (F)  Registered with the HCPC as a Social Worker (F) | A recognised management qualification (F)  Child Care Award or equivalent PQ Award (F) |
| * **Work or other relevant experience** | Sufficient recent experience of children and families work to demonstrate the ability to act as a team manager (f) (I)  Experience and understanding of working in partnership and collaboratively with other related agencies (I) (R)  Experience of direct work with children and young people who are in care and / or care leavers (I)(F)  Experience in using ICS Social Care Record (F) | Previous management experience (F)(I)  Previous experience of managing budgets and/or staff (F)(I)  Experience in planning and developing services (F) (I) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | |
| * **Skills, abilities, knowledge and competencies** | Clear understanding of the issues facing children and young people looked after and leaving care (I) (T) (R)  Clear understand of the issues facing children who are unaccompanied and seeking asylum (f) (I)  Working knowledge of relevant legislation relating to children (I)  Ability to work on own initiative and as part of a team (I) (T) (R)  Knowledge of policies, procedures and practice guidance in relation to children’s social care in particular relating to assessment planning and review and safeguarding children (I)(f) (T)  Skills in organising and managing workload (I) (R)  Able to communicate with staff, service users, elected members and other professionals (I) (R)  Ability to work in partnership with other service providers (F)  To be able to lead and motivate a team recognising individual strengths and developmental needs (F) (I) | tieodeo  Knowledge of current Government initiatives effecting the work of Children’s Social Care (I)  Understanding of the process of managing change (I)  Working knowledge of relevant legislation relating to children in care and care leaver (I) | |
| * + **General competencies** | Empathy with young people (I)  Time management (F) (T)  Written and verbal communication skills (F) (I)  Commitment to Equal Opportunities and the ability to promote anti discriminatory practice (F) (I)  Essential car user (F) |  | |
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**On-going Training Requirements**

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

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| **Mandatory/Essential Training** | **Frequency** |
| |  |  | | --- | --- | |  |  | | Corporate E Induction – E Learning  Employee Protection Register |  | | Health and Safety Awareness |  | | Manual Handling — if role involves moving large objects |  | | Information Governance/Security Awareness |  |  | | --- | | Safeguarding All (e-learning)  Equality and Diversity (e-learning) |  |  | | --- | | Safeguarding Against Radicalisation – The Prevent Duty (e-learning) |  |  | | --- | | Specific IT System Training and access *(if applicable to job role)* e.g:   Carefirst Training-Specific to Adult Social Care staff   ICS New Starter-Specific to Children’s Social Care Staff (e-learning) |  |  | | --- | | LSCB Rough Guides for Practitioners | | |  | | --- | | If undertake work with the general public, refreshed every 2 years) |   Refreshed every 3 years  Refreshed every 3 years  Refreshed every 2 years  Refreshed every 3 years min  Refreshed every 3 years |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.