Cumberland Council

Post Specification

Date	**January 2023**
PG Number	**6305**
Post Title	**Team Manager**
Job Family	**People Care and Development**
Job Family Role Profile	**PCD16**
Final Grade	**Grade 17**

To be read in conjunction with the job family role profile

Service Area description
The post is based within the children and families service area which will work with service users, carers and internal/external partners to deliver complex services to support children and young people.
Purpose of this post
To improve outcomes for children and young people in Cumbria by listening to the voice of the child, young person and their families, understanding their needs and working together to agree how these needs will be met with the right help and support. To manage staff in providing assessment, planning and intervention services to children in need, children in need of protection, children looked after, young people who have left care and carers.
Key job specific accountabilities
1. To manage a team of practitioners undertaking work with children and their families and carers in accordance with quality, national and legislative standards. 2. To provide clear management oversight and effective decision making in order to meet children and young people's needs in a timely way. 3. To be responsible for the performance management of the designated team. 4. To manage and coordinate work activities which incorporate service priorities at a district and county level and take required actions when necessary. 5. To liaise and develop effective partnership arrangements to enable children and their family's needs to be met in a holistic way. 6. To undertake wider service leads across the county 7. To provide cover for other team managers within the wider service as and when required
Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post	
Budget Responsibilities	• In line with the delegated decision making policy
Staff Management Responsibilities	• Management of team of staff within service area and cover for colleagues as and when required
Other	• Ability to carry out the Adoption Support Service Advisor Role within the adoption agency if the post is Team manager within adoption support service • To manage the Panel and Agency Decision Maker processes, Chair and membership for Adoption and Fostering panels if Team Manager Panel and Permanence

Essential Criteria - Qualifications, knowledge, experience and expertise
• Relevant professional qualification in social work

- Management Qualification is desirable
- Ability to work within a matrix management arrangement
- In depth understanding and working knowledge of relevant policies, statutory guidance and legislation relation to children in need, child protection, looked after children and care leavers, fostering and adoption regulations as relevant to the post
- Understanding of, and ability to carry out, the roles and responsibilities of leadership and management
- Experience in managing safeguarding and court processes
- Working in statutory partnership
- Experience in and ability to monitor performance and address shortfalls effectively
- Ability to develop services with the involvement of children, young people and their families.
- Experience of assessing the needs of children and their families, including those children in need, in need of protection, looked after or left care
- Demonstrable and significant understanding of relevant research evidence which highlights effective intervention with families and positive outcomes in permanence planning.

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
  - DBS Enhanced – Children

Job working circumstances

Emotional Demands	• Significant level of various demands on a regular basis
Physical Demands	• Normal
Working Conditions	• Some situations of adverse people behaviour

Other Factors

- Flexible working hours including evening and weekend working in line with service requirements.
- Requires ability to travel independently both within and outside the county to undertake duties on a regular basis